

Retaliation Statement Notice for Alleged Harassment, Violence, or Bullying

Harassment, intimidation, or bullying means any intentional gesture, any intentional electronic communication or any intentional written, verbal or physical act initiated, occurring or received at school that a reasonable person under the circumstances should know will have the effect of:

- A. Harming a staff or student physically or emotionally, damaging a staff or student's property, or placing a staff or student in reasonable fear of personal harm or property damage;
- B. Insulting or demeaning a staff, student or group of students causing substantial disruption in, or substantial interference with, the orderly operation of the school; or
- C. Creating an intimidating, threatening, or abusive educational environment for staff, students, or group of students through sufficiently severe, persistent, or pervasive behavior.

* School includes a classroom or other location on school premises, a school bus or other school – related vehicle, a school bus stop, an activity or event sponsored by a school, whether or not it is held on school premises, and any other program or function where the school is responsibility for the child.

Cyberbullying - bullying that takes place over digital devices such as cell phones, computers, and tablets; such communication occurs through email, chat rooms, instant messaging, website interaction, text messaging, gaming, social media, cell phone, or any other internet or electronic means. Cyberbullying includes, but is not limited to sending, posting, or sharing derogatory, harmful, or false content about someone else. While bullying typically involves repeated behavior, cyberbullying may involve one electronic or social media posting, if such does or can reasonably be expected to result in the involvement of multiple other persons. This may include sharing personal or private information about someone else causing embarrassment or humiliation.

Staff - Staff includes school employees, members of the Board of Trustees, contractors, agents, volunteers, or persons subject to the supervision and control of the District whether paid or unpaid.

Violence: The intentional use of physical force or power, threatened or actual, against another person, or a group or community, which either results in or has a high likelihood of resulting in injury, death, or psychological harm. Per this policy violence includes, but is not limited to the defined terms in Policy GBCH and Policy JFCB.

RETALIATORY CONDUCT

The District will discipline or take other appropriate action against any student, teacher, administrator or other school personnel who retaliates against: any person who reports or otherwise provides information about alleged prohibited harassment, bullying or violence; or any person who testifies, assists or participates in an investigation; or, who testifies, assists or participates in a proceeding or hearing relating to such harassment, bullying or violence. Retaliation includes, but is not limited to, any form of intimidation, reprisal, harassment or bullying. Retaliation could result in suspension, written reprimand, or termination.

By signing this form, I am not admitting or agreeing to any of the allegations. This signature represents that I have been informed of the allegations, that there is an active investigation occurring, and what retaliatory conduct means and the potential consequences that could occur if any retaliation occurs.

Signature Printed

Signature

Date

Witness

Date

Policy File References:

Policy JFCB: Student Harassment and Violence Policy

Policy JFCL: Student Bullying Policy

Policy GBCC: Staff Bullying Policy

Policy GBCH: Staff Harassment and Violence Policy