



## Talmadge Middle School Harassment, Intimidation, and Bullying Policy & Procedures

The tactic of making another student’s life miserable, or making him or her feel intimidated or threatened, will not be tolerated. **Be Respectful** and treat others the way you want to be treated. If you bully another student physically, verbally, or even non-verbally, you will receive immediate consequences. Bullying and harassment are now criminal offenses in the state of Oregon. Depending on the extent of the infraction, local police officials may be called in order to issue a citation along with a referral to juvenile authorities.

Students who feel they are being bullied need to seek assistance and report it to an adult. Talmadge staff will protect the identity of those students who report bullying or other behaviors. Students, if you see another student being bullied please show **integrity** by speaking out: tell the bully to stop and help the student being bullied to seek assistance.

### Central School District 13J School Board Policy JFCF:

Harassment, intimidation, or bullying means any act that substantially interferes with a students’ educational benefits, opportunities or performance, that takes place on or immediately adjacent to district grounds, at any district-sponsored activity, on district-provided transportation or at any official district bus stop, that may be based on, but not limited to, the protected class status of a person, having the effect of:

1. Physically harming a student or damaging a student’s property;
2. Knowingly placing a student in reasonable fear of physical harm to the student or damage to the student’s property;
3. Creating a hostile education environment including interfering with the psychological well being of the student and may be based on, but not limited to, the protected class of the person.

## SCHOOL-WIDE DISCIPLINE LEVELS RELATED TO HARASSMENT, INTIMIDATION, AND BULLYING

Type of minor misbehavior	Behavior that earns consequence	Appropriate behavior choices
Inappropriate Language (Level 1-3)	Using anything other than G-rated language. Putting others down, talking back, name calling	Use kind and appropriate words and actions
Physical Contact/Aggression & unsafe behavior (Level 1-3)	Horseplaying, running, throwing objects, holding hands, hugging, etc.	Walk and keep hands, feet, body and objects to self
Abusive Language/Inappropriate language/profanity (Level 4-6)	Using profane or hurtful words towards peers or adults	Use kind and appropriate language
Fighting/physical aggression (Level 4-6)	Intentionally or attempting to cause physical harm	Keep hands, feet, body, and objects to self
Harassment/bullying (Level 4-6)	Using any form of communication or actions that intimidates, harasses, or otherwise intended to harm another in a deliberate and unwanted manner.	Use words and actions that create a safe and positive learning environment
Technology violation (Level 4-6)	Using school or personal technology to access or send inappropriate messages and materials	Use technology for designated educational purposes

## CENTRAL 13J DISTRICT POLICIES RELATED TO HARASSMENT, INTIMIDATION, AND BULLYING

OFFENSE	CONSEQUENCE
<p>Verbal Assault, verbal or written threat of violence or menacing of a student – to place in fear of imminent physical injury by word or conduct.</p> <ul style="list-style-type: none"> <li>• Inciting violence</li> </ul>	<ul style="list-style-type: none"> <li>• Suspension for one to five days, 10 days, and/or expulsion.</li> <li>• Referral to proper authority.</li> </ul>
<p>* Physical assault of a student</p>	<ul style="list-style-type: none"> <li>• Suspension for up to 10 days, and/or expulsion.</li> <li>• Referral to proper authority.</li> <li>• Evaluation at parent's expense.</li> </ul>
<p>*Fighting – a physical altercation in an attempt to cause harm. Aggressive Behavior – verbal, written or physical behaviors directed toward another person.</p>	<ul style="list-style-type: none"> <li>• In-school suspension, suspension for one to five days, 10 days, and/or expulsion.</li> <li>• Referral to proper authority.</li> <li>• Evaluation at parent's expense.</li> </ul>
<p>* Harassment, intimidation, bullying – any act that substantially interferes with a student's education opportunities or performance, that takes place on school property, at any school activity, on school provided transportation, that has the effect of physically harming a student or damaging a student's property; knowingly placing a student in reasonable fear of physical harm; or creating a hostile environment which serves to distress, threaten, demean, or torment another person.</p>	<ul style="list-style-type: none"> <li>• In-school suspension, suspension for one to three days, or expulsion.</li> <li>• Referral to proper authority.</li> <li>• Evaluation at parent's expense.</li> </ul>
<p>* Sexual Harassment – unwelcome sexual advances, requests for sexual favors, and other verbal, written or physical conduct of a sexual nature by staff or other students that interferes with a student's education and/or a student's participation in school activities, or that creates an intimidating, hostile or offensive school environment.</p>	<ul style="list-style-type: none"> <li>• In-school suspension, suspension for one to ten days, or expulsion.</li> <li>• Referral to proper authority.</li> <li>• Evaluation at parent's expense</li> </ul>
<p>* Racism – the belief that members of one race are superior to members of another race or ethnic group and the use of words and or actions to carry out those beliefs.</p>	<ul style="list-style-type: none"> <li>• In-school suspension, suspension for one to three days, or expulsion.</li> <li>• Referral to proper authority.</li> <li>• Evaluation at parent's expense</li> </ul>
<p>Cyberbullying – the use of any electronic communication device to convey a message in any form that defames, intimidates, harasses or is otherwise intended to harm, insult or humiliate another in a deliberate, repeated or hostile and unwanted manner under a person's true or false identity. Any communication of this form which disrupts or prevents a safe and positive educational or working environment may also be considered cyberbullying.</p>	<ul style="list-style-type: none"> <li>• In-school suspension, suspension for one to three days, or expulsion.</li> <li>• Referral to proper authority.</li> <li>• Evaluation at parent's expense.</li> </ul>

As defined by Central School District 13J School Board Policy JFCF; ORS 163, 166, 332, and 339; and OAR 581