

HARASSMENT, INTIMIDATION, & BULLYING RESPONSE: **AVOIDING TROUBLE**



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Std of Care for Bullying is Changing...

- **Traditional Bullying**
 - Expanded target populations
- **Cyberbullying**
- **“Relational Aggression”**
 - Manipulation of relationships



Why are we talking about bullying?

- New law creates obligations for all STAFF
- “Staff” is defined **broadly** to include:
 - Employees
 - Contractors
 - **Volunteers**



CENTER OF HIB UNIVERSE?

- **3207**
- **3207P**



RCW 28A.300.285 Definition of HIB:

- (a) Physically harms student or property;
- (b) substantial interference with student's education;
- (c) Is so severe, persistent, or pervasive that creates intimidating or threatening educational environment;
- (d) Has the effect of substantially disrupting orderly operation of school

Harassment, Intimidation & Bullying

PROHIBITED

Includes:

- **Slurs, rumors, or jokes**
- **Demeaning comments**
- **Drawings or cartoons**
- **Pranks or gestures**
- **Physical attacks or threats**
- **Messages or images**



RCW 28A.300.285

- **HIB Definition is broad**
- Be very careful if you are going to construe something as NOT falling under statute or policy
- Must STILL RESPOND



You know... there's a **FORM**

- All unresolved incidents recorded
- Can be anonymous or confidential
- The Form is a *good* thing



SKILLSET?

- Every staff member needs to be able to receive an Incident Reporting Form or help a student or parent/guardian fill one out
- Do you have one to provide?
- Know where they are?

CONFIRM ACCESSIBILITY

- Website
- Main office
- Counselor's office
- Nurse's office
- Confidential means of reporting



Law of **RCW 28A.300.285**

- *All* staff must intervene when aware of bullying
- Students may report an incident to *any* staff member.
- Staff shall attempt to resolve any incident immediately



FOLLOWING UP

- If a HIB incident can't be resolved, *or*
- If it is severe or persistent, *or*
- If the staff member is unclear about whether or not it warrants additional attention,
- They should refer the Incident Reporting Form for further action

**VOLUNTEERS
ARE
COVERED
WITHIN THE
POLICY AND
PROCEDURE**

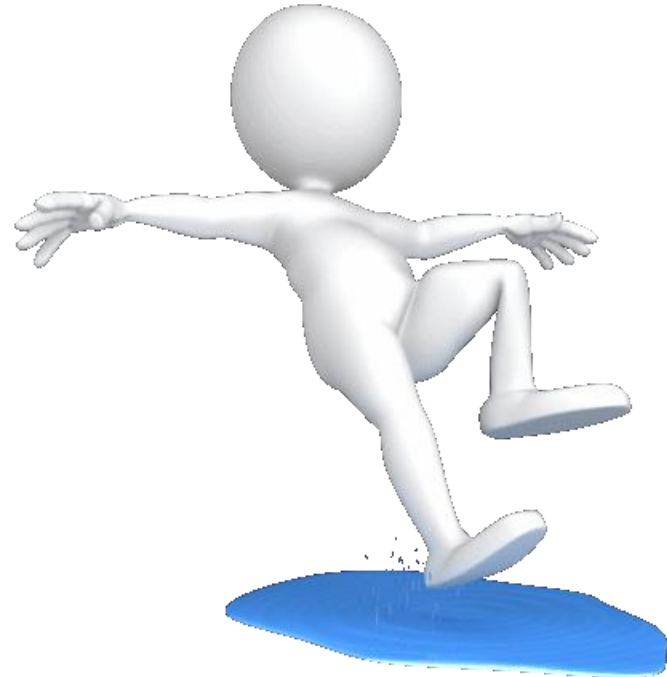


How do You Volunteer?

- Profanity?
- Bullying?
- Be careful of how you motivate
- Be watchful of other staff
- Many complaints driven by inappropriate tone or language



EXPECTATIONS RISING



Red Flags for Potential Bullying

- Look at IMPACT
 - Verbal teasing, insulting, or targeting of others
- Physical conduct, including wrestling, hitting, failure to keep hands to self
- Keep away with student property
- Consistent movement to student target

Indications of Impact

- Absenteeism
- Avoiding interaction with peers
- Excessive emotions
- Flat affect/quiet
- You may only have a part of the picture



When is someone a Target?

- **When:**
 - Transition Times
 - Student Transfers
 - At Unsupervised Locations
 - During Peer Communications
 - After reporting incident



Where there is notice address the
behavior



**If you have a
student
management issue,
you need to ask for
assistance**



SOCIAL MEDIA CAN BE BULLYING



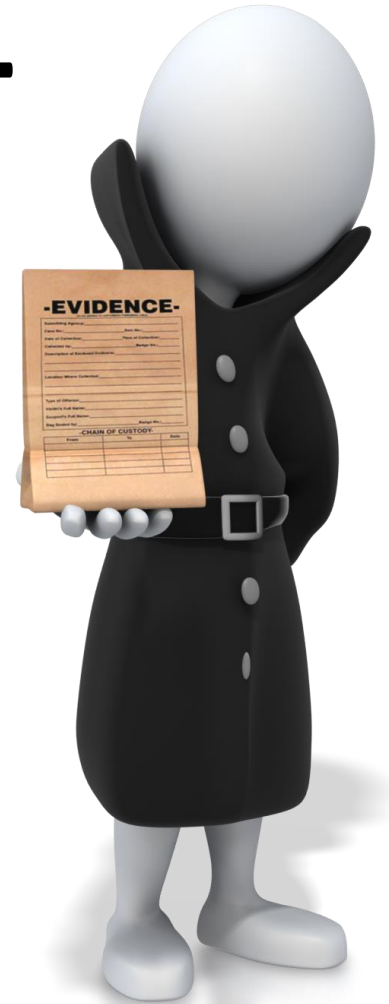
Cyberbullying = ?



- Posting mean things
- **Pretending to be someone**
- Telling everyone to ignore someone
- **Sharing confidential stuff**
- Sending mean things over and over

Search and seizure

- **ASK YOURSELF: IS IT YOUR JOB?**
- **IF NOT: Report to your teacher or supervisor**



Notice of Expectation

- Harassment Intimidation Bullying Policy
- Student Code of Conduct
- Technology Rules
- Acceptable Use



Response to an Incident:

- Strive to deal with consistently
- Should follow Policy & Procedures



**BE
VIGILANT**



**KNOW
YOUR
LIMITS**



**STAY
POSITIVE**

