

Book	Policy Manual
Section	POLICIES FOR THE BOARD, JUNE, 2023
Title	Copy of Copy of THREATENING AND/OR INTIMIDATING BEHAVIORTOWARD STAFF MEMBERS
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3362.01 - THREATENING AND/OR INTIMIDATING BEHAVIORTOWARD STAFF MEMBERS

The School Board believes that a staff member should be able to work in an environment free of threatening or intimidating speech or actions.

Threatening behavior consisting of any words or deeds that intimidate a staff member or cause anxiety concerning his/her physical well-being is strictly forbidden. Any threat to a member of the staff made by a student, parent, visitor, staff member, or agent of this Board who is found to have threatened a member of the staff will be subject to discipline and shall be reported to the principal and the individual making the threat may be subject to discipline or further action. ~~The principal shall immediately make an oral report to the local law enforcement agency.~~

State law requires that any individual who has reason to believe that a school employee:

- A has received a threat;
- B is the victim of intimidation;
- C is the victim of battery; or
- D is the victim of harassment

by any individual immediately notify the principal and the principal shall immediately make an oral report to the local law enforcement agency.

Harassment based on a protected class shall be investigated under Policy 2266 - Nondiscrimination on the Basis of Sex Education Programs or Activities or Policy 3362 - Anti-Harassment, as applicable. Related policies can be found at Policy 1662 - Anti-Harassment, Policy 4362 - Anti-Harassment, and Policy 5517 - Anti-Harassment.

The Superintendent shall implement guidelines whereby students and employees understand this policy and appropriate procedures are established for prompt and effective action on any reported incidents.

Legal I.C. 20-20-33-9-2 et seq., 34-30-2-85.1, 35-45-2-1