

Book	Policy Manual
Section	FOR BOARD APPROVAL - Volume 38, No 2, April 2026
Title	Updated Copy of THREATENING AND/OR INTIMIDATING BEHAVIOR TOWARD STAFF MEMBERS
Code	po1662.01
Status	
Adopted	June 18, 2024

1662.01 - **THREATENING AND/OR INTIMIDATING BEHAVIOR TOWARD STAFF MEMBERS**

The School Board believes that administrators 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 administrators or cause anxiety concerning their physical well-being is strictly forbidden. Any threat to an administrator made by a student, parent, visitor, staff member, or agent of this Board shall be reported to the principal or, if the administrator is located in the School Corporation's central office or administration center, to the Superintendent and to local law enforcement, and the individual making the threat may be subject to discipline or further action.

State law requires that any member of the staff of a school 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;
- D. or is the victim of harassment

by any individual immediately shall notify the principal, and the principal immediately shall make an oral report to the local law enforcement agency. Where the administrator is located in the Corporation's central office or administration center, any Corporation employee with a duty to report that a school employee may have received a threat or may be the victim of intimidation, battery, or harassment, including the Superintendent if a report has been made to the Superintendent, shall make an oral report immediately to the local law enforcement agency. An administrator further is obligated to report to local law enforcement a threat to, intimidation of, battery of, or harassment of the administrator on the administrator's own behalf, unless a report has already been made to the best of the administrator's belief.

Harassment based on a protected class shall be investigated under Policy 2266 - Nondiscrimination on the Basis of Sex Education in Programs or Activities or Policy ~~3362~~3122 - Nondiscrimination, Equal Employment Opportunity, and Anti-Harassment, as applicable. Related policies can be found at Policy ~~1662~~3122 - Nondiscrimination, Equal Employment Opportunity, and 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.

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Legal	I.C. 20-33-9-1 et seq.
	I.C. 35-42-2-1
	I.C. 35-45-2-1
	I.C. 35-45-2-2

Cross References

po1662 - ANTI-HARASSMENT

po2266 - NONDISCRIMINATION ON THE BASIS OF SEX IN EDUCATION PROGRAMS
OR ACTIVITIES

po3362 - ANTI-HARASSMENT

po4362 - ANTI-HARASSMENT

po5517 - ANTI-HARASSMENT