

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	po4362.01
Status	
Adopted	June 20, 2006
Last Revised	June 18, 2024

4362.01 - **THREATENING AND/OR INTIMIDATING BEHAVIOR TOWARD 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 their 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 shall be reported to the principal, and the individual making the threat may be subject to discipline to further action.

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 in Education Programs or Activities or Policy ~~4362~~4122 - **Nondiscrimination, Equal Employment Opportunity, and Anti-Harassment**, as applicable. Related policies can be found at Policy ~~4362~~31422 - **Nondiscrimination, Equal Employment Opportunity, and Anti-Harassment**, Policy ~~4362~~3122 - **Nondiscrimination, Equal Employment Opportunity, and 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