**Intervention**

Interventions are designed to remediate the impact on the targeted student/s and others impacted by the violation, to change the behavior of the perpetrator, and to restore a positive school climate.

*Interventions will range from counseling, correcting behavior and discipline, to law enforcement referrals.

**Retaliation/False Allegations**

Retaliation is prohibited and will result in appropriate discipline. It is a violation of this policy to threaten or harm someone for reporting harassment, intimidation, or bullying.

**Training**

This policy is a component of the district’s responsibility to create and maintain a safe, civil, respectful, and inclusive learning community and shall be implemented in conjunction with comprehensive training of students, staff and volunteers.

White Swan High School
Mt. Adams Middle School

Dana Jarnecke, 7-12 Principal
Manuel Rangel, 7-12 Vice Principal
Jodi Sheppard, 7-12 Counselor
Cesar Hernandez, Gear-Up Counselor
Verna Arquette-Smith, 7-8 Counselor

What You Need To Know
Bullying and Harassment Policy
Prohibition of Harassment, Intimidation, and Bullying

The Mt. Adams School District is committed to a safe and civil educational environment for all students, employees, parents/legal guardians, volunteers, and patrons that is free from harassment, intimidation, or bullying.

Harassment, intimidation, or bullying, means any intentionally written message or image-including those that are electronically transmitted-verbal, or physical act, including but not limited to slurs, rumors, jokes, innuendos, demeaning comments, drawings, cartoons, pranks, gestures, physical attacks, threats, or other written, oral, physical, or electronically transmitted messages or images.

Steps You Can Take to Prevent and Counter School-Based Harassment Bullying

**Behaviors/Expressions**

Harassment, intimidation, or bullying can take many forms including but not limited to slurs, rumors, jokes, innuendos, demeaning comments, drawings, cartoons, pranks, gestures, physical attacks, threats, or other written, oral, physical, or electronically transmitted messages or images.

**Steps You Can Take to Prevent and Counter School-Based Harassment Bullying**

**Reporting** (What you can do if you or someone you know is being bullied?)

Victims of harassment should report the situation to an adult who will notify the school administration so that an investigation can be initiated. The privacy of the student is to be protected as much as possible. Sexual and racial harassment is a form of discrimination and is illegal in Washington State schools and is in the workplace under existing state and federal laws.

**Consequences**

1. A meeting is held with the student warning them to stop harassing behavior(s). A verbal warning will be given along with a parent phone call.
2. A letter or a phone call will be made to the parent/guardian outlining the harassing behavior. This major violation will result in a suspension. After determining the amount of days the student will serve the parent will be notified.
3. The parent/guardian of the victim may press harassment charges with law officials.

Progressive discipline will be followed.

**Prevention**

The district will provide students with strategies aimed at preventing harassment, intimidation, and bullying. In its effort to train students, the district will seek partnerships with families, law enforcement, and other community agencies.

**What to Do When You Are Being Bullied**

The first priority is always your safety. Here are some strategies for you to consider:

- **Tell them to stop.**
- **Walk away.** Do not let them get to you. If you walk away or ignore them, they will not get that satisfaction.
- **Protect yourself.** Sometimes you cannot walk away. If you are being physically hurt, protect yourself so that you can get away.
- **Tell an adult you trust.** Talking to someone could help you figure out the best ways to deal with the problem. In some cases, adults need to get involved for the bullying to stop.
- **Find a safe place.** Go somewhere that you feel safe and secure like the library, a favorite teacher’s classroom, or the office.
- **Stick together.** Stay with a group or individuals that you trust.
- **Find opportunities to make new friends.** Explore your interests and join school or community activities such as sports, drama, or art. Volunteer or participate in community service.

http://www.stopbullying.gov/teens/being_bullied/index.html