

JUNCTION CITY SCHOOL DISTRICT

POLICY: HARASSMENT/INTIMIDATION/MENACING/BULLYING/CYBERBULLYING - STAFF
CODE: GBNA

1. The Board is committed to providing a positive and productive learning and working environment. Harassment, intimidation, menacing, or bullying and acts of cyberbullying of staff, students, or third parties by students, staff, or third parties is strictly prohibited and shall not be tolerated in the District. Retaliation against any person who reports, is thought to have reported, files a complaint, or otherwise participates in an investigation or inquiry is also strictly prohibited.
2. Staff whose behavior is found to be in violation of this policy will be subject to discipline, up to and including dismissal. Third parties whose behavior is found to be in violation of this policy shall be subject to appropriate sanctions as determined and imposed by the administration, Superintendent, or Board.
3. Individuals may also be referred to law enforcement officials. Licensed staff will be reported to Teacher Standards and Practices Commission, as provided by OAR 584-020-0041.
4. The Superintendent is directed to develop administrative regulations to implement this policy. Regulations shall include descriptions of prohibited conduct, reporting and investigative procedures, as needed, and provisions to ensure notice of this policy is provided to students, staff, and third parties.

END OF POLICY

Legal References:	ORS 163.190 ORS 332.072	ORS 163.197(2) ORS 332.107	ORS 166.065	ORS 166.155-165
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Title VI of the Civil Rights Act of 1964, 42 U.S.C. § 2000d (2006).

Adoption: **August 25, 2014**
February 25, 2013
February 22, 2010
September 28, 2009
September 25, 2006
October 28, 2002
June 23, 1997