

## Sisters School District 6

Code: **GBNA**  
Adopted: 3/10/10  
Revised/ Readopted: 1/8/20, 6/1/22  
Orig. Code(s): GBNA

### **Hazing, Harassment, Intimidation, Bullying, Menacing, or Cyberbullying—Staff**

The Board is committed to providing a positive and productive learning and working environment. Hazing, harassment, intimidation, menacing or bullying and acts of cyberbullying of staff, or third parties by staff, students, or third parties is strictly prohibited and shall not be tolerated in the district.

Retaliation against the victim, any person who reports, is thought to have reported, files a complaint, or otherwise participates in an investigation or inquiry is strictly prohibited. Such retaliation shall be considered a serious violation of Board policy and independent of whether a report or complaint is sustained. False charges shall also be regarded as a serious offense and may result in disciplinary action or other appropriate sanctions.

Staff whose behavior is found to be in violation of this policy will be subject to consequences and appropriate remedial action which may include 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 superintendent or the Board. Students whose behavior is found to be in violation of this policy will be subject to consequences and appropriate remedial action which may include discipline, up to and including expulsion.

Individuals may also be referred to law enforcement officials. Licensed staff may be reported to Teacher Standards and Practices Commission, as required by Oregon Administrative Rule OAR 584-020-0041.

The superintendent is directed to develop administrative regulations to implement this policy. Regulations shall include descriptions of prohibited conduct, reporting and investigative procedures, and provisions to ensure notice of this policy is provided to students, staff, and third parties.

#### END OF POLICY

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#### **Legal Reference(s):**

<a href="#">ORS 163.190</a>	<a href="#">ORS 332.107</a>	<a href="#">ORS 659A.199 – 659A.224</a>
<a href="#">ORS 163.197</a>	<a href="#">ORS 339.250</a>	<a href="#">OAR 839-003-0000</a>
<a href="#">ORS 166.065</a>	<a href="#">ORS 659A.006</a>	<a href="#">OAR 839-005-0021</a>
<a href="#">ORS 166.155 - 166.165</a>	<a href="#">ORS 659A.029</a>	<a href="#">OAR 839-005-0030</a>
<a href="#">ORS 174.100</a>	<a href="#">ORS 659A.030</a>	
<a href="#">ORS 332.072</a>	<a href="#">ORS 659A.103-</a>	
	<a href="#">ORS659A.143</a>	

Title VI of the Civil Rights Act of 1964, 42 U.S.C. § 2000d (2006).

Title VII of The Civil Rights Act of 1964, as amended, 42 U.S.C. § 2000e, et. Seq. (2012)

Age Discrimination in Employment Act of 1967, 29 U.S.C. §§ 621-634 (2012); 29 C.F.R. Part 1626 (2018)

Americans with Disabilities Act of 1990, 42 U.S.C. §§ 12101-12213 (2012); 29 C.F.R. Part 1630 (2018), C.F.R. Part 35