

WE RECOGNIZE THAT BULLYING IS A PROBLEM THAT CAN HAPPEN ANYWHERE DESPITE EDUCATION AND PREVENTION EFFORTS. WE ASK YOU TO PARTNER WITH US TO ADDRESS BULLYING AND TO ENSURE THAT OUR SCHOOLS ARE SAFE AND POSITIVE PLACES FOR GROWING AND LEARNING.

### **Definition of Harassment, Intimidation, and Bullying:**

“Harassment, intimidation, or bullying” means any intentional electronic, written, verbal, or physical act, including but not limited to those shown to be motivated by race, color, religion, ancestry, national origin, gender, sexual orientation, gender identity or expression, mental or physical disability or other distinguishing characteristics, when such an act:

- **Physically harms a student or damages the student’s property; or**
- **Has the effect of substantially interfering with a student’s education; or**
- **Is so severe, persistent, or pervasive that it creates an intimidating or threatening educational environment; or**
- **Has the effect of substantially disrupting the orderly operation of the school.**

RCW 28A.300.285

“Yakima School District encourages workforce diversity and complies with all state and federal laws prohibiting unlawful discrimination.

**AUGUST, 2018**

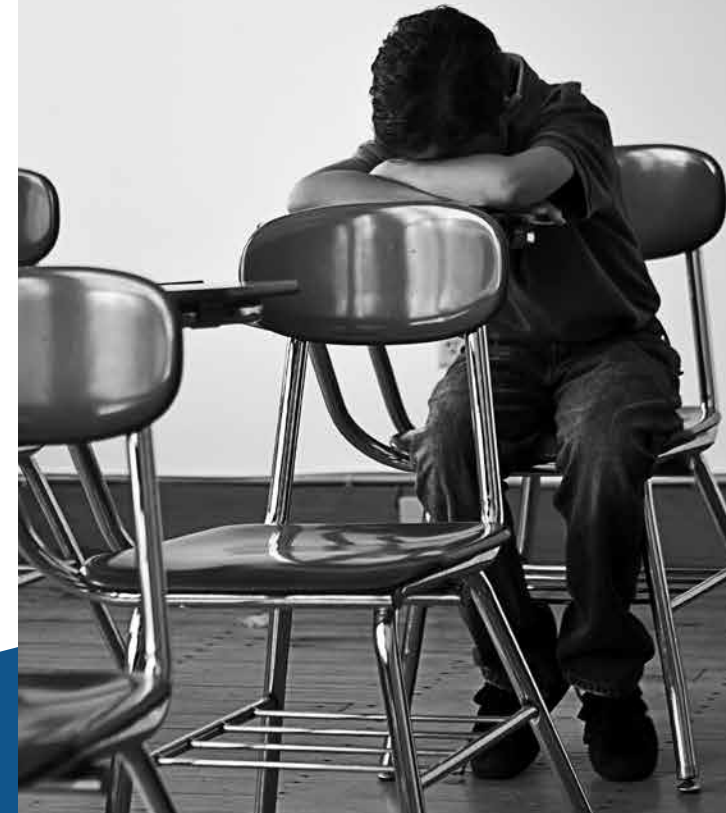
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**BUILDING COMMUNITY  
THROUGH EDUCATION**

# **HARASSMENT, INTIMIDATION, & BULLYING SUMMARY**



**YAKIMA SCHOOL DISTRICT**  
[WWW.YAKIMASCHOOLS.ORG](http://WWW.YAKIMASCHOOLS.ORG)

## What makes bullying different from other conflicts?

### **Bullying:**

Not friends/imbalance of power  
Repeated over time  
Intentional  
Physical/emotional harm  
Unequal emotional reaction  
Seeking control/possession  
No remorse – blames target  
No effort to solve problem

### **Other Conflicts:**

Between friends/equals/peers  
Unplanned/occasional  
Accidental/not planned  
No serious, lasting harm  
Equal emotional reaction  
Not for domination/control  
Often a sense of remorse  
May try to solve problem

## Cyberbullying

Cyberbullying is the repeated use of computers, cell phones, and other electronic devices to harm, harass, humiliate, threaten, or damage the reputation and relationships of the intended target.

### **A cyberbully may:**

- Send hurtful or threatening messages;
- Disclose secrets or private information;
- Purposely shut someone out of an online group;
- Imitate the target; or
- Pretend to be friends with someone.

### **Cyberbullies differ from face-to-face bullies in several ways. They:**

- Can be nameless;
- Can spread abuse quickly;
- Cannot see the pain they cause; or
- Can leave no escape for their target.

## How do you report bullying?

If you see someone being bullied, tell someone you trust. You can report bullying to any school staff member, School Compliance Officer, or the District Compliance Officer. Reports can be filed anonymously. Incident reporting forms are available online on our website at [www.yakimaschools.org/hibform](http://www.yakimaschools.org/hibform) or in paper form at each school office (OP 3215.1XE).

## How to prevent being a target:

- Learn how to speak out and stick up for yourself:
  - If it feels safe, look the bully in the eye and say strongly and calmly, "Leave me alone."
  - Walk (don't run) away from the bully. Running away may strengthen a feeling of power in the bully.
  - **Tell an adult** about the experience. If you see another student being bullied, seek help from an adult right away.
- Stay near adults and other kids. Most bullying occurs when adults are not around.
- Stay away from places where bullying occurs.

## How do we address bullying?

**Teach/inform students:** Students are given age-appropriate information about bullying, prevention strategies, and ways to identify and report bullying. Each school displays information about how to report bullying, including the incident reporting forms.

**Staff training:** Staff receives annual training on the school district's policies and procedures, including staff roles and responsibilities, how to monitor common areas, and the use of the District's incident reporting forms.

**District Compliance Officer:** Amanda Jewell, (509) 573-7004, [hib@yakimaschools.org](mailto:hib@yakimaschools.org). The District Compliance Officer oversees implementation across the District and serves as a resource.

**School Compliance Officer:** Each school has a designated compliance officer to oversee the implementation of bullying policies and procedures. Contact your school office for more information.