

No student in this school district will be subject to bullying, intimidation, harassment or any other form of persecution by any student or employee.

Harassment, bullying and intimidation means any gesture, written or verbal expression, electronic communication, or physical act that a reasonable person should know will harm another student, damage another student's property, place another student in reasonable fear of harm to the student's person or damage to the student's property, or insult or demean any student or group of students in such a way as to disrupt or interfere with the school's educational mission or the education of any student.

Yearly, the district will assess and, if needed, modify race and disability harassment policies and procedures to ensure the policies and procedures are being implemented and are effective in preventing race and disability harassment. The district will also assess whether systemic action (i.e. staff training or student educational programs) needs to be taken to address race or disability harassment.

This policy is not intended to deprive school district authorities from taking necessary and appropriate disciplinary action toward any student or employee. Students or employees who violate this policy will be subject to disciplinary action which may include expulsion for students and employment termination for employees.

**REFERENCE:** 21 O.S. Sec. 1190

Adopted by the Board of Education on 10-10-91

Revised 11-12-01, Revised 7-16-07, Revised 8-10-09, Revised 2-14-11, Revised 11-14-11