

4.30.060-P Harassment and Bullying Policy

- (1) Portland Public Schools is committed to maintaining a learning environment that is free of harassment and bullying. Harassing or bullying, as defined in (3), is strictly prohibited. Students shall avoid any conduct or action that could be characterized as harassment or bullying.
- (2) Students violating this policy shall be subject to disciplinary action, up to and including expulsion (Administrative Directive 4.30.021-AD)
- (3) "Harassment intimidating, threatening or bullying" includes intimidating, coercing, threatening or any other any act that is repeated or severe; substantially interferes with a student's educational benefits, opportunities, or performance; takes place at school, on the way to or from school, on or immediately adjacent to school grounds, at any school-sponsored activity, or on school-provided transportation; and has the effect of one or more of the following:
 - (a) Threatening, insulting, demeaning or systematically excluding any student or group of students in such a way as to disrupt or interfere with the District's mission or the education of any student.
 - (b) Inciting or creating a hostile educational environment.
 - (c) Placing a student in reasonable fear of physical or social/emotional harm or damage to the student's property.
 - (d) Physically harming a student or damaging a student's property.
- (4) The Superintendent shall develop an administrative directive that provides a prompt and confidential system for receiving, investigating, and resolving complaints of harassment or bullying.
- (5) Students who believe they have been harassed or bullied are encouraged to immediately inform a teacher, counselor, administrator, or other school staff.
- (6) Staff, students, or volunteers who witness or have reliable information that a student has been harassed or bullied shall be strongly encouraged to report the matter to a teacher, counselor, administrator, or other school staff immediately.

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- (7) Reports of harassment intimidation or bullying may be made anonymously, although disciplinary action based solely on an anonymous report is not permitted.
- (8) Retaliation against students who report harassment intimidation or bullying is prohibited. Retaliation against those who participate in an investigation of harassment intimidation or bullying is prohibited. All incidents of retaliation shall be immediately reported to the principal and are subject to disciplinary action up to and including expulsion.
- (9) Students making false accusations of harassment or bullying as a means of reprisal, retaliation, or harassment are subject to disciplinary action up to and including expulsion.

Legal References: ORS 163.190; ORS 166.065; ORS 166.155; ORS 166.165; ORS 332.072; ORS 332.107; ORS 339.240; ORS 339.250; OAR 581-021-0045; OAR 581-021-0046; OAR 581-021-0055; OAR 581-022-1140

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