Madrone Trail

Code:**GBNA**

Adopted:

Public Charter School

**Hazing/Harassment/Intimidation/Cyberbullying/Menacing   –   Staff**

The  Board  is  committed  to  providing  a  positive  and  productive  learning  and  working  environment.

Hazing,  Harassment,  intimidation,  menacing  and  acts  of  cyberbullying  by  students,  staff  or  third  parties

toward  staff  is  strictly  prohibited  and  shall  not  be  tolerated  in  the  public  charter  school..  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.

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  public  charter  school  administrator  or  Board.

Students  found  in  violation  of  this  policy  will  be  subject  to  discipline  up  to  and  including  expulsion.

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.

The  public  charter  school  administrator  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

**Legal  Reference(s):**

[ORS](http://landru.leg.state.or.us/ors/163.html) [163](http://landru.leg.state.or.us/ors/163.html).190

[ORS](http://www.leg.state.or.us/ors/163.html) [163](http://www.leg.state.or.us/ors/163.html).197(2)

[ORS](http://landru.leg.state.or.us/ors/166.html) [166](http://landru.leg.state.or.us/ors/166.html).065

[ORS](http://landru.leg.state.or.us/ors/166.html) [166](http://landru.leg.state.or.us/ors/166.html).155  -  166.165

[ORS](http://www.leg.state.or.us/ors/338.html) [338](http://www.leg.state.or.us/ors/338.html).115(j)

[ORS](http://www.leg.state.or.us/ors/659.html) [659](http://www.leg.state.or.us/ors/659.html)A.030

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

HR3/1/10\*PH Corrected  7/26/12

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