

What is Harassment, Intimidation and/or Bullying?

[RCW 28A.300.285](#)

Washington State defines Harassment, Intimidation or Bullying as any intentionally written message or image—including those that are electronically transmitted—verbal, or physical act, including but not limited to one shown to be motivated by race, color, religion, ancestry, national origin, gender, sexual orientation, including gender expression or identity, mental or physical disability or other distinguishing characteristics, when an act:

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

The Center for Disease Control' Uniform Definition defines bullying as:

Any **unwanted aggressive behavior(s)** by another youth or group of youths who are not siblings or current dating partners that involves an **observed or perceived power imbalance and is repeated multiple times or is highly likely to be repeated**. Bullying may inflict **harm or distress** on the targeted youth including **physical, psychological, social, or educational harm**. A young person can be a perpetrator, a victim, or both (also known as "bully/victim"). Bullying can occur in-person and through technology. Electronic aggression or cyber-bullying is bullying that happens through email, chat rooms, instant message, a website, text message, or social media.

Intimidation - implied or overt threats of physical violence - WAC 495A-121-011

Harassment - any malicious act, which causes harm to any person's physical or mental well-being – WAC 495A121-011

Discriminatory harassment does not have to include intent to harm, be directed at a specific target, or involve repeated incidents. Equity Book: p.32

Malicious harassment – threat to harm (often based on protected category)

Sexual harassment - unwelcome sexual advances, requests for sexual favors and other verbal or physical conduct directed at person because of his/her sex where:

- (a) Submission to such conduct is made either explicitly or implicitly a term or condition of an individual's academic standing or employment; or
- (b) Submission to or rejection of such conduct by an individual is used as the basis for academic decisions or employment affecting such individual; or
- (c) Such conduct has the purpose or effect of unreasonably interfering with an individual's work or academic performance or creating an intimidating, hostile, or offensive working or learning environment. WAC 495A-121-011

Hazing - any method of initiation into a student organization or living group... that causes, or is likely to cause bodily danger or physical harm, or serious mental or emotional harm...

