

HIB Questions & Answers

- Q: Does *every* instance of *bullying* require an Incident Reporting Form?
- A: In a school with a *well-implemented* bullying prevention program and a *well-trained* staff, incidents of severe and persistent bullying may not arise or may be very rare. *Every staff member* should know how to: recognize and intervene in HIB, support targeted students and take appropriate actions. All reports of unresolved, severe or persistent HIB should be recorded on an Incident Reporting Form.
- Q: When is the principal or his/her designee responsible for handling Incident Reporting Forms?
- A: If situations are severe, persistent, and can't be resolved, or the staff person doesn't know what to do next, then the incident and the Incident Reporting Form should be referred to the principal/designee. If a parent or guardian submits a Form or otherwise informs the schools of a situation, assume that it is severe, persistent, and hasn't been resolved. The incident should be referred to the principal/designee for investigation.
- Q: What is the timeline for an investigation?
- A: When a principal/designee receives an Incident Report Form that has reached the unresolved/severe/persistent threshold, and it requires an investigation: The principal/designee then has 12 school days to respond: 2 school days to contact families to let them know; 5 school days from initial complaint or Incident Report Form to complete the investigation; 2 school days after the completed investigation to contact families and inform them of the outcome, and within 5 more school days, implement whatever corrective actions are warranted.

Forms of HIB

- Slurs
- Rumors
- Jokes
- Innuendoes
- Demeaning Comments
- Drawings
- Cartoons
- Pranks
- Gestures
- Physical Attacks
- Electronic Messages/Images
- Social Networking
- Cyber-bullying
- Cyber-stalking
- Threats



Mukilteo School District complies with federal and state rules and regulations and does not discriminate in any programs or activities on the basis of sex, race, creed, religion, color, national origin, age, veteran or military status, sexual orientation, gender expression or identity, disability, or the use of a trained dog guide or service animal and provides equal access to the Boy Scouts and other designated youth groups. The following individuals have been designated to handle questions or complaints of alleged discrimination: Title IX Officer - Bruce Hobert (425-356-1325), Section 504 Coordinator - Ruth Peckarsky (425-356-1277), and the ADA/Access Coordinator - Debra Fulton (425-356-1330), all located at 9401 Sharon Drive in Everett, WA 98204. Inquiries regarding ADA/Access issues at Sno-Isle TECH Skills Center should be directed to Dave Rudy, Director (425-348-2220) at 9001 Airport Road in Everett, WA 98204.



Mukilteo
School District

Harassment
Intimidation
Bullying
Informational Brochure

HIB Defined

RCW 28A.300.285 defines

"Harassment, intimidation, or bullying" as any intentional electronic, written, verbal, or physical act, including but not limited to one shown to be motivated by any characteristic in RCW [9A.36.080](#) (race, color, religion, ancestry, national origin, gender, sexual orientation including gender expression or identity, or mental or physical disability, or other distinguishing characteristics, when the intentional electronic, written, verbal, or physical 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.

"Other distinguishing characteristics" can include but are not limited to: physical appearance, clothing or other apparel, socioeconomic status and weight. "Intentional acts: refers to the individual's choice to engage in the act rather than the ultimate impact of the action(s).

Harassment - any malicious act, which causes harm to any person's physical or mental wellbeing –

- ⇒ **Discriminatory harassment** does not have to include intent to harm, be directed at a specific target, or involve repeated incidents.
- ⇒ **Malicious harassment** – threat to harm
- ⇒ **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.

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

Intimidation - implied or overt threats of physical violence

Bullying – negative actions which are intentional, repeated, negative, show a lack of empathy, and a power imbalance.

In order to be considered bullying, the behavior must be **aggressive** and include:

- ⇒ An **Imbalance of Power**: Kids who bully use their power—such as physical strength, access to embarrassing information, or popularity—to control or harm others.
- ⇒ **Repetition**: Bullying behaviors happen more than once or have the potential to happen more than once.

The **Centers for Disease Control and Prevention (CDC)** 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.¹ 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.²