

Board Policy Document

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**STUDENT PERSONNEL**

*Series 500*

**Policy Title:           Anti-Harassment/Bullying**

**Code Number:       504.4**

The Iowa legislature has found that a safe and civil school environment is necessary for students to learn and achieve at high academic levels. Harassing and bullying behavior can seriously disrupt the ability of school employees to maintain a safe and civil environment, and the ability of students to learn and succeed. The Iowa legislature has declared that harassment and bullying are against state and school policy.

It is therefore the policy of the Sioux City Community School District that school employees, volunteers and students in the Sioux City Community School District shall not engage in harassing or bullying behavior.

School employees, volunteers and students in school, on school property, or at any school function or school sponsored activity shall not:

1. Engage in harassing and bullying behavior.
2. Engage in reprisal, retaliation or false accusation against a victim, witness, or an individual who has reliable information about such an act of harassment or bullying.

For purposes of this policy "harassment" and "bullying" shall be construed to mean any electronic, written, verbal, or physical act or conduct toward a student which is based on any actual or perceived trait or characteristic of the student and which creates an objectively hostile school environment that meets one or more of the following conditions:

First Adoption:       July 17, 2007  
Revision Adoption:  
Legal Reference:

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1. Places the student in reasonable fear of harm to the student's person or property.
2. Has a substantially detrimental effect on the student's physical or mental health.
3. Has the effect of substantially interfering with a student's academic performance.
4. Has the effect of substantially interfering with the student's ability to participate in or benefit from the services, activities or privileges provided by a school.

For purposes of this policy "trait or characteristic of the student" includes but is not limited to age, color, creed, national origin, race, religion, marital status, sex, sexual orientation, gender identity (as defined in Iowa SF427, as enacted), physical attributes, physical or mental ability or disability, ancestry, political party preference, political belief, socioeconomic status, or familial status.

School employees, volunteers, parents or guardians, and students are all expected to assist with the enforcement of this policy, including but not limited to, assisting with educational and preventative measures, reporting, and investigations of harassment or bullying.

Violation of this policy shall subject a student and/or teacher or volunteer to appropriate discipline pursuant to the Sioux City Community School District policies and administrative regulations and authorizes the District to take any other measures that the District believes to be reasonable and appropriate under the circumstances. The Superintendent shall promulgate and implement administrative procedures relative to prevention measures, reporting and investigation, and publication of harassment and bullying.