Our Commitment to the School Community:

Puyallup School District is committed to a safe and civil educational environment for all students, employees, parents/guardians, volunteers and patrons, that is free from harassment, intimidation and bullying.

Useful Websites:

puyallup.k12.wa.us/pages/departments/equity. This is the anti-harassment page of the Puyallup School District website.

StopBullying.gov This U.S. government website is managed by the departments of Health & Human Services, Education and Justice. There are materials for both students and adults.

We recognize that bullying is a widespread and persistent problem that can happen anywhere despite education and prevention efforts. We ask you to partner with us to address this problem and to ensure that our schools are safe and positive places for growing and learning.

The complete policy and procedure, including report forms, can be viewed on the District website under puyallup.k12.wa.us/pages/departments/equity.

Hard copies can also be obtained from your school or the District Office.

Puyallup School District provides equal opportunities in education and employment and does not discriminate on the basis of sex, race, creed, religion, color, national origin, age, honorably discharged veteran or military status, sexual orientation including gender expression or identity, the presence of any sensory, mental, or physical disability, or the use of a trained dog guide or service animal by a person with a disability in its programs and activities and provides equal access to the Boy Scouts and other designated youth groups.

Students and staff are protected against sexual harassment by anyone in any school program or activity, including on the school campus, on the school bus, or off-campus, such as a school-sponsored field trip.

Questions or complaints of alleged discrimination or harassment may be directed to:

ADA/Human Resources Compliance Coordinator, Amie Brandmire - (253) 841-8764, brandmaah@puyallup.k12.wa.us

Title IX Coordinator, Rich Wells - (253) 841-8785, wellsjr@puyallup.k12.wa.us;
or

Section 504 Coordinator, Gerald Denman - (253) 840-8966, denmange@puyallup.k12.wa.us;
or

Civil Rights Compliance Coordinator, Gerald Denman - (253) 840-8966, denmange@puyallup.k12.wa.us

All individuals may be reached at this address:

Puyallup School District
302 2nd Street SE
Puyallup, WA 98372
**Definition of Harassment, Intimidation and Bullying:**

“Harassment, intimidation or bullying” means any intentional electronic, written, verbal, or physical act, including but not limited to those shown to be motivated by race, color, religion, ancestry, national origin, gender, sexual orientation, gender identity or expression, mental or physical disability or other distinguishing characteristics, when such an act:

- Physically or emotionally harms a student or damages the student’s property; or
- Has the effect of substantially interfering with a student’s education; or
- Has the effect of substantially disrupting the orderly operation of the school.

**What makes bullying different from other incidents where students may be hurt?**

- **There is an imbalance of power.** People who bully use their power to control or harm, and the people being bullied may have a hard time defending themselves.
- **Intent to cause harm.** Actions done by accident are not bullying; the person bullying has a goal to cause harm.
- **Repetition.** Incidents of bullying happen to the same person over and over by the same person or group.

**How do we address bullying?**

- **Teach/inform students:** Students are given age-appropriate information about bullying, prevention strategies, and ways to identify and report bullying. Each school displays information about how to report bullying, including the reporting forms.
- **Staff training:** Staff receives annual training on the District’s policy and procedures including staff roles and responsibilities, how to monitor common areas, and the use of the District’s incident reporting forms.
- **School Compliance Officer:** Each school has a designated compliance officer to oversee the implementation of anti-harassment policies and procedures. Contact your school for more information.
- **District Compliance Officer:** Gerald Denman, 253-840-8966, denman@puullap.k12.wa.us. The District Compliance Officer oversees implementation across the district and

**What happens after bullying is reported?**

Each situation is different. Sometimes a report can be followed by quick intervention and resolution. These situations typically do not meet the definition of bullying.

When an incident or series of incidents meets the definition of bullying a designated staff member conducts an investigation and follows a specific timeline described in the procedures. The investigation includes interviews and notification of parents of both the alleged aggressor and the targeted student. If the outcome of the investigation indicates that bullying has occurred, consequences may be assigned and a plan is developed which includes follow-up.

If allegations are proven that a student with an IEP or 504 Plan has been the target of harassment, intimidation or bullying, and the IEP or 504 team determines that the student is not receiving FAPE (free, appropriate public education) as a result of the HIB, the team will provide remedies as deemed necessary regardless of whether the