



Book	Policy Manual
Section	Volume 35, No. 2 for Board Approval
Title	Revised Policy - Volume 35, No. 2 - July 2023 - THREATENING AND/OR INTIMIDATING BEHAVIOR TOWARD STAFF MEMBERS
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3362.01 - THREATENING AND/OR INTIMIDATING BEHAVIOR TOWARD STAFF MEMBERS

The Board of Managers believes that ~~a staff member~~ members should be able to work in an environment free of threatening or intimidating speech or actions.

Threatening behavior consisting of any words or deeds that intimidate ~~a staff member~~ members or cause anxiety concerning ~~his/her~~ their physical well-being is strictly forbidden. Any threat to a member of the staff made by a student, parent, visitor, staff member, or agent of this Board ~~who is found to have threatened a member of the staff will be subject to discipline and~~ shall be reported to the principal, and the individual making the threat may be subject to discipline or further action. ~~The principal shall immediately make an oral report to the local law enforcement agency.~~

State law requires that any individual who has reason to believe that a school employee:

- Ⓐ has received a threat;
- Ⓑ is the victim of intimidation;
- Ⓒ is the victim of battery; or
- Ⓓ is the victim of harassment

by any individual shall notify the principal immediately, and the principal shall make an oral report to the local law enforcement agency immediately.

Harassment based on a protected class shall be investigated under Policy 2266 - Nondiscrimination on the Basis of Sex Education Programs or Activities or Policy 3362 - Anti-Harassment, as applicable. Related policies can be found at Policy 1662 - Anti-Harassment, Policy 4362 - Anti-Harassment, and Policy 5517 - Anti-Harassment.

The Director shall implement guidelines whereby students and employees understand this policy and appropriate procedures are established for prompt and effective action on any reported incidents.

I.C. 20-33-9-1 et seq.
~~I.C. 20-20-33-9-2 et seq.~~
~~I.C. 34-30-2-85.1~~
 I.C. 35-42-2-1
 I.C. 35-45-2-1
 I.C. 35-45-2-2

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I.C. 20-33-9-1 et seq.

I.C. 35-42-2-1

I.C. 35-45-2-1

I.C. 35-45-2-2