



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