

## **Notification of Threats of Violence or Harm**

Students and school employees who are subjects of threats of violence or harm will be notified of the threats in a timely manner. Parents will be included in notifications to students who are subjects of threats of violence or harm. If there is a specific and significant threat to the health or safety of a student or other individuals, the district may disclose information from education records to appropriate parties whose knowledge of the information is necessary. Timing and details of the notice will be as extensive as permitted by the federal Family Educational Rights and Privacy Act (FERPA), other legal limitations, and the circumstances.

Threats of violence or harm” means direct or indirect communications by any means of the intent to inflict physical harm upon a specific individual or individuals or that place a person in fear of the imminent likelihood of serious harm.

The district will assess and address potential threats of violence or harm in a manner consistent with the district’s threat assessment policy, other safety policies and comprehensive safe school plans.

If the district determines a person poses a threat of violence or harm to students, employees or others the district may administer relevant district discipline policies and procedures and may refer to appropriate community agencies including law enforcement and mental health services. District staff will work with in-district and community-based professionals and services in all relevant areas of expertise to address threats of violence or harm, those threatened and those making the threats. Necessary information about the person making the threat will be communicated by the principal to teachers and staff, including security personnel.

State law provides the district, school district directors and district staff with immunity from liability for providing notice of threats in good faith. Persons who make a knowingly false notification of a threat are subject to appropriate district discipline policies and may be referred for prosecution.

The superintendent is directed to develop and implement procedures consistent with this policy.

### **Cross References:**

6513 - Workplace Violence Prevention  
5281 - Disciplinary Action and Discharge  
3241 - Student Discipline  
3207 - Prohibition of Harassment, Intimidation and Bullying  
2162 - Education of Students With Disabilities Under Section 504 of the Rehabilitation Act of 1973  
2161 - Special Education and Related Services for Eligible Students  
3143 - District Notification of Juvenile Offenders  
3225 - Threat Assessment

### **Legal References:**

RCW 28A.320.128 Notice and disclosure policies — Threats of violence — Student conduct — Immunity for good faith notice — Penalty

WAC 392-400 Pupils  
20 U.S.C. 1232g Family Educational Rights and Privacy Act  
34 C.F.R. Part 99 FERPA Regulations

Management Resources: 2019 – December Policy Issue  
2018 – December 2018 - December Policy Issue  
Policy News, February 2003 Threats Policy Due in September

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