

RETALIATION

The District strictly prohibits retaliation against any person because he or she has made a report, testified, assisted, or participated in the investigation of a report of alleged bullying, harassment, threats, and/or intimidation. Retaliation includes, but is not limited to, any form of verbal or physical reprisal or adverse pressure. The person(s) alleged to have bullied, harassed, threatened, and/or intimidated another person shall not directly or indirectly (such as through another person) harass, pressure, or retaliate against any other person because of the complaint being reported. A violation of this provision may lead to separate disciplinary action based on the retaliation. Any person who believes he or she is being subjected to retaliation because of his or her involvement with a bullying report, sexual harassment report, or administrative investigation should immediately contact a school administrator.

Offense (when retaliation has occurred and when reasonable suspicion exists):	Consequences:
1 st Offense	5-days ISS or OSS (placement to be determined based on nature of incident)
2 nd Offense	10-days ISS or OSS (placement to be determined based on nature of incident)
3 rd Offense	Long-term suspension recommendation to school superintendent, or expulsion recommendation to superintendent/school board

[July 2018]