

**SCHOOL SAFETY & DISCIPLINE PROCEDURE 2 – DEVELOP PREVENTION &
INTERVENTION STRATEGIES**

Schools will engage in the following steps in the development and implementation of comprehensive strategies for preventing unwelcome and/or inappropriate behavior/remarks/actions/conduct and retaliation:

Step One – Create a Collaborative

Schools will identify an existing collaborative or create a collaborative group and engage students, school personnel and, if possible, parents/guardians and community organizations from intersecting disciplines (e.g. domestic and sexual violence programs, health care providers, youth organizations, law enforcement, juvenile justice, and community and governmental intervention organizations) in the development and implementation of comprehensive strategies to address unwelcome/inappropriate behavior/remarks/actions/conduct/retaliation.

Schools will designate a specific staff member who is responsible for overseeing the collaborative and its meetings to develop comprehensive strategies for preventing unwelcome/inappropriate behavior/remarks/actions/conduct/retaliation among students.

Step Two – Build Capacity of Collaborative

The collaborative will work together to build its capacity to provide culturally relevant prevention activities, to integrate prevention efforts with emerging social and emotional learning and positive behavior interventions and support initiatives, and to reduce the risk of unwelcome/inappropriate behavior/remarks/actions/conduct/retaliation by promoting a safe and supportive school environment. The collaborative is encouraged to assess strengths and needs in creating a prevention plan and evaluate the impact of the strategies.

Step Three – Design and Implement Comprehensive Prevention Strategies

Schools will design and are encouraged to build their capacity to implement comprehensive prevention strategies that engage students, parents/guardians, and school personnel over the next five (5) years. By engaging each of these populations, schools can reduce and prevent unwelcome/inappropriate behavior/remarks/actions/conduct/retaliation from occurring and create a climate that promotes positive relationships.

Students

1. Strengthen students’ knowledge, attitudes and skills for healthy relationships by teaching evidence-based curricula in health or related classes.

2. Strengthen students' skills for modeling pro-social behavior and intervening as proactive bystander for the prevention and intervention of unwelcome/inappropriate behavior/remarks/actions/conduct/retaliation.
3. Increase awareness among students of students' rights under district policy including how to report and seek help for students who may have experienced unwelcome/inappropriate behavior/remarks/actions/conduct/retaliation.

School Personnel and Parents/Guardians

1. Strengthen parent's/guardian's knowledge, attitudes and skills for promoting healthy relationships including positive bystander behavior through, school newsletter, and other events.
2. Strengthen school personnel's knowledge, attitudes and skills for promoting healthy relationships including modeling pro-social behavior or positive bystander behavior through professional development.
3. Increase awareness among parents of students' rights under district policy including how to report and seek help for students who may have experienced unwelcome/inappropriate behavior/remarks/actions/conduct/retaliation.
4. Increase awareness among school personnel of district policy including their responsibility to report incidents and concerns regarding unwelcome/inappropriate behavior/remarks/actions/conduct/retaliation.
5. Increase awareness among parents/guardians and school personnel of school and community-based resources for students and families.

SCHOOL CLIMATE

1. Strengthen positive school climate through positive social norm youth-developed campaigns or activities to promote healthy relationship, social and emotional learning, and/or positive bystander behavior.
2. Strengthen school personnel, students, and parents in the recognition of, prevention of, or intervention of unwelcome/inappropriate behavior/remarks/actions/conduct/retaliation
3. Assure students and staff of their rights to be free from unwelcome/inappropriate behavior/remarks/actions/conduct/retaliation and that students and staff know that such actions should be reported, that is a violation of the District School Safety & Discipline Policy, and that violators may be subject to disciplinary action.
4. It is recommended that all schools inform students and staff that School Safety & Discipline Policy is to be followed by every student and employee while on school grounds, when

traveling to and from school or at a school-sponsored activity, and during lunch periods whether on or off campus.

INTERVENTION AND RESPONSE

Schools will follow the School Safety & Discipline Policy, Procedures, and Forms to intervene on behalf of a victim/target to investigate and determine if a violation of the School Safety & Discipline Policy has occurred be it on school grounds, while traveling to and from school or a school-sponsored activity, during the lunch period, and whether on or off campus when the violation affects or interferes with an individual’s access to education, extracurricular activities, work, job requirements, etc.

All district personnel are expected to intervene directly or to contact the building administrator or school superintendent and law enforcement when they witness or become aware of an incident of unwelcome/inappropriate behavior/remarks/actions/ conduct/retaliation. There is a duty to report to the principal or designee when any staff member knows or reasonably should have known of an incident of unwelcome/inappropriate behavior/remarks/actions/conduct/retaliation on the campus; while traveling to and from school or a school-sponsored activity; during the lunch period, whether on or off campus; or perpetrated using social media, chat rooms, instant messaging, etc. of any means, or perpetrated using school-owned property such as email addresses, equipment, technologies, computer servers, etc., or perpetrated in any other manner. Any staff member who permits or fails to report an incident of unwelcome/inappropriate behavior/remarks/actions/ conduct/retaliation may be subject to disciplinary action.



LEGAL REFERENCE:

The Civil Rights Act of 1866 & 1871

42 USC Section 1981

42 USC Section 1983

Title II of the Americans with Disabilities Act as amended (ADAA)

42 USC Sections 2000(d), 2000(e), 12101, 12111, *et seq.*,

28 CFR Part 35 (comprehensive civil rights protections for “qualified individuals with disabilities”)

Section 504 of the Vocational Rehabilitation Act of 1973

29 USC Sections 791, 794

42 USC Sections 2000(d), 2000(e), 12101, 12111, *et seq.*

Title VI of the Civil Rights Act 1964, as amended by the Equal Employment Opportunity Act of 1972 &

42 USC Section 2000d, *et seq.*

Title VII of the Civil Rights Act of 1965, as amended by the Equal Employment Opportunity Act of 1972 &

42 USC Section 2000e, *et seq.*

Title IX of the Education Amendments of 1972

20 USC Sections 1381, 1681

Rehabilitation Act of 1973

Education for All Handicapped Children Act of 1975
Executive Order 11246, as amended by E.O. 11375
Age Discrimination in Employment Act (ADEA) of 1967
29 U.S.C. § 621, *et seq.*
Age Discrimination Act of 1975,
29 U.S.C. § 6101
Equal Pay Act, as amended by the Education Amendments of 1972
29 USC Sections 206d & 2000(e)
Immigration Reform and Control Act
08 U.S.C., Section 1324(a)
Pregnancy Discrimination Act
29 C.F.R., Part 1601, 1604.10
34 C.F.R., Part 106
Idaho Commission on Human Rights
Idaho Code Sections
33-513
33-518
33-1210
67-5901 & 5909, *et seq.*
Child Abuse Policy – Investigating & Reporting (406)
Computer & Network Services Policy, Procedures, & Forms (698)
Sexual Harassment Policy & Form (414)
Video & Electronic Surveillance Policy (940)
MSBT Policy 410- Nondiscrimination
MSBT Policy 414 – Sexual Harassment
MSBT Policy 423 – Bullying, Hazing, Harassment & Retaliation
MSBT Policy 506 – Student Harassment
MSBT Policy 506.50 – Prohibition Against Harassment, Intimidation, & Bullying
MSBT Policy 512 – School Climate
MSBT Policy 518 – Student Use of Electronic Communication & Entertainment Devices
MSBT Policy 551 – Student Drug, Alcohol & Tobacco
MSBT Policy 554 – Adolescent Relationship Abuse & Sexual Assault Prevention & Response

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