

**Policy 104: Anti-Bullying/Harassment**

**Original Adopted Date:** 09/01/2007 | **Last Revised Date:** 07/21/2025 | **Last Reviewed Date:** 07/21/2025

The Dallas Center-Grimes School District is committed to providing all students, school employees and volunteers with a safe and civil school environment in which all members of the school community are treated with dignity and respect. Bullying and/or harassment of or by students, school employees, and volunteers is against federal, state, and local policy and is not tolerated by the board. Bullying and/or harassing behavior can seriously disrupt the ability of school employees to maintain a safe and civil environment, and the ability of students to learn and succeed. To that end, the District has in place policies, procedures and practices that are designed to reduce and eliminate bullying and harassment as well as deal with incidents of bullying and harassment.

Accordingly, students, school employees and volunteers shall not engage in bullying or harassing behavior while on school property, on school-owned or school-operated vehicles, while attending or participating in school-sponsored or sanctioned activities and while away from school grounds if the misconduct directly affects the good order, efficient management and welfare of the school or District.

Certain bullying and harassing conduct may rise to the level of hate speech. This includes, but is not limited to, words, images, or actions directed at individuals or groups. Hate speech is contrary to the District's Mission Statement and will not be tolerated. Individuals determined to have participated in such behavior will be subject to consequences including suspension, expulsion or other discipline, as outlined in this or other policies prohibiting discrimination and misconduct.

It is the responsibility of the Superintendent, in conjunction with the investigators and Principals, to develop procedures regarding this policy. The Superintendent or designee is responsible for organizing training programs for students, school employees, and volunteers who have direct contact with students. The training will include how to recognize bullying and harassment and what to do in case a student, school employee or volunteer is harassed. It will also include proven effective bullying and harassment prevention strategies. The Superintendent is responsible for implementation of this policy and all accompanying procedures. The Superintendent or designee will also develop a process for evaluating the effectiveness of the policy in reducing bullying and harassment. The Superintendent or designee shall report annually to the Board on bullying and harassment.

**Definitions**

For the purposes of this policy, the defined words shall have the following meaning:

- “Harassment” and “bullying” shall mean any repeated and targeted electronic, written, verbal, or physical act or conduct toward a student, school employee or volunteer which creates an objectively hostile school environment that meets one or more of the following conditions.
  - Places the student, school employee or volunteer in reasonable fear of harm to the student, school or volunteer's person or property.
  - Has a substantial detrimental effect on the student, school employee or volunteer's physical or mental health.
  - Has the effect of substantially interfering with a student's academic performance or school employee's work performance.
  - Has the effect of substantially interfering with the student or school employee's ability to participate in or benefit from the services, activities, or privileges provided by a school or District.
- “Electronic” means any communication involving the transmission of information by wire, radio, optic cable, electromagnetic, or other similar means. “Electronic” includes but is not limited to communication via electronic mail, internet-based communications, pager service, social media applications, cell phones, electronic text messaging, or similar technologies.
- “Volunteer” means an individual who has regular, significant contact with students.

Harassment and bullying may include, but are not limited to, the following behaviors and circumstances:

- Verbal, nonverbal, physical or written harassment, bullying, hazing, or other victimization that have the effect of causing injury, discomfort, fear, or suffering to the victim
- Repeated remarks of demeaning nature that have the effect of causing injury, discomfort, fear, or suffering to the victim
- Implied or explicit threats concerning one's grades, achievements, property, etc. that have the effect of causing

- injury, discomfort, fear, or suffering to the victim
- Demeaning jokes, stories, or activities directed at the victim that have the purpose or effect of causing injury, discomfort, fear, or suffering to the victim, and/or
- Unreasonable interference with a student, staff member or volunteer's performance or creation of an intimidating, offensive, or hostile learning environment

In situations between students and school employees, or volunteers who have direct contact with students, bullying and harassment may also include the following behaviors:

- Requiring that a student submit to bullying or harassment by another student, either explicitly or implicitly, as a term or condition of the targeted student's education or participation in school programs or activities, and/or
- Requiring submission to or rejection of such conduct as a basis for decisions affecting the student

Any person who promptly, reasonably, and in good faith reports an incident of bullying or harassment under this policy to a school official shall be immune from civil or criminal liability relating to such report and to the person's participation in any administrative, judicial, or other proceeding resulting from or relating to the report. Individuals who knowingly file false bullying or harassment complaints and any person who gives false statements in an investigation may be subject to discipline by appropriate measures.

Retaliation against any victim, witness, or an individual who has reliable information about an act of bullying and harassment, or who has assisted in a bullying and harassment investigation or proceeding, is also prohibited. Individuals who are found to have retaliated against another are in violation of this policy. Any student found to have retaliated in violation of this policy shall be subject to measures up to, and including, suspension and expulsion. Any school employee found to have retaliated in violation of this policy shall be subject to measures up to, and including, termination of employment. Any school volunteer found to have retaliated in violation of this policy shall be subject to measures up to, and including, exclusion from school grounds.

If as a result of viewing surveillance system data or based on a report from a school district employee, the district determines that a student has suffered bullying or harassment by another student enrolled in the district, a parent or guardian of the student may enroll the student in another attendance center within the district that offers classes at the student's grade level, subject to the requirements and limitations established in Iowa law related to this topic.

**Publication of Policy:** The board will annually publish this policy. The policy may be publicized by the following means:

- Inclusion in the student handbook,
- Inclusion in the employee handbook
- Inclusion in the Registration materials
- Inclusion on the school or school district's website.

A copy of the policy shall also be made available to any person at the Central Administrative office at 2405 W. 1st. St. PO Box 680 Grimes, IA 50111

All complaints of harassment and bullying against students, except discriminatory harassment, shall be processed pursuant to the complaint procedures for this policy. Complaints of discrimination against students (including discriminatory harassment) shall be processed pursuant to Policy 102. In addition, if there is a more specific procedure relating to a complaint, such as those for disability grievances, then the complaint shall be processed under such procedure.

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