

Dear _____

RE: Harassment, Intimidation, or Bullying Violation

Student: Perpetrator
(Accused Aggressor) Targeted Student

Brief outline of the situation:

As per Arlington Public School Policy 3207, Harassment, Intimidation, and Bullying is defined as an act that:

1. Physically harms a student or damages the student's property;
2. Has the effect of substantially interfering with a student's education;
3. Is so severe, persistent, or pervasive that it creates an intimidating or threatening educational environment; or
4. Has the effect of substantially disrupting the orderly operation of the school.

An investigation has been completed regarding the incident outlined above, and at this time, the incident was determined to:

- be a violation of Arlington Public Schools' Prohibition of Harassment, Intimidation, and Bullying Policy No. 3207
 not be a violation of Arlington Public Schools' Prohibition of Harassment, Intimidation, and Bullying Policy No. 3207

Due to the legal requirements regarding confidentiality of student records, specific information about any disciplinary action taken may not be released to the targeted student's family.

Consequences assigned:

Should you feel that the incident has not been resolved to your satisfaction, an appeal process is available to you:

1. File a written notice of appeal to the Superintendent, Arlington Public Schools, 315 N French Ave, Arlington, WA 98223 within five (5) school days of receiving the written decision. The Superintendent will review the report and issue a written decision within five (5) school days of receiving a notice of appeal.
2. If after Step 1, the targeted student is dissatisfied, a written notice of appeal may be filed with the Secretary of the School Board, 315 N French Ave, Arlington, WA 98223 within five (5) school days following receipt of the initial appeal decision. You will be provided with a hearing date with the School Board that is within ten (10) days following the filing of the written notice of appeal. The School Board will issue its written decision within five (5) days following the hearing. The School Board decision will be the final school district decision.

Harassment/Intimidation/Bullying is a non-verbal, verbal, written, graphic, sexual, or physical behavior that is directed at an individual or group on the basis of race, religion, creed, color, ancestry, national origin, age, marital status, honorably discharged veteran or military status, gender, gender expression or identity, sexual orientation, the presence of any sensory, mental, or physical disability, or the use of a trained dog guide or service animal by a person with a disability, or any other distinguishing characteristic.

It consists of teasing, making "fun" of another for any reason, intimidating with looks or words, pressuring, spreading rumors, gossiping, or being party to any group who does these things. Harassment/Intimidation/Bullying may include shoving, pushing, hitting or blocking a person. It may include initiating fights, giving "dirty looks" or humiliating or embarrassing others.

Other behaviors include extortion, fighting, use of language meant to intimidate, encouraging others to harass, use of harassing "body language", or continual harassment. It may include humiliating others by giving out personal information, threatening to give our information, or coercing someone to perform a humiliating act.

Administrator's Signature _____

Date