

NOTIFICATION OF THREATS OF VIOLENCE OR HARM

POLICY:

Students and school employees who are subjects of threats of violence or harm shall be notified of the threats in a timely manner. Parents shall be included in notifications to students who are subjects of threats of violence or harm. Timing and details of the notice will be as extensive as permitted by the federal Family Educational Rights and Privacy Act, other legal limitations, and the circumstances.

Individual-directed threats of violence or harm are communications that create fear of physical harm to a specific individual or individuals, communicated directly or indirectly by any means.

Building-directed threats of violence or harm are direct or indirect communications by any means of the intent to cause damage to a school building or school property (e.g., bomb threats), or to harm students, employees, volunteers, patrons, or visitors.

The District will address threats of violence or harm in a manner consistent with the District's safety policies and comprehensive safe school plans. Persons found to have made threats of violence or harm against district property, students, employees, or others will be subject to relevant district discipline policies and will be referred to appropriate community agencies including law enforcement and mental health services. District staff shall work with in-district and community-based professionals and services in all relevant disciplines to address threats of violence or harm, those threatened, and those making the threats. Necessary information about the person making the threat shall be communicated by the principal to teachers and staff, including security personnel.

State law provides the District, its Board of 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:

- Board Policy No. 1420: Safe and Orderly Learning Environment
Board Policy No. 1600: Crisis Intervention
Board Policy No. 1740: Relations With Law Enforcement, Child Protective
Agencies and County Health Department
Board Policy No. 5100: Student Rights and Responsibilities
Board Policy No. 5580: Prohibition of Harassment, Intimidation and Bullying

Legal References:

- RCW 28A.320.128 Notice and disclosure policies — Threats of violence —
student conduct
— Immunity for good faith notice — Penalty
WAC 180-40 Pupils
20 U.S.C. § 1232g Family Educational Rights and Privacy Act
34 C.F.R. Part 99 FERPA Regulations

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PROCEDURES:

Staff, students, volunteers, and others involved in school activities have the responsibility to report any threats of violence or harm to designated school officials. Based on the significance and credibility of the threat it shall be reported to law enforcement. Principals and other school officials may involve the District's school counselors, psychologists, nurses, and/or intervention specialists to assist in evaluating the threat and the needs of the person making the threat. Consultation with or referrals to community-based professionals and services are encouraged where appropriate.

Under the Family Educational Rights and Privacy Act the District may only release student records, including those involving threats of violence or harm, with parent or adult student permission, or under limited conditions. For that reason, the District will not identify students who have made threats of violence or harm when notifying the subjects of the threats, except under the following conditions:

- A. The parent or adult student has given permission to disclose the student's identity or other information to the subject of the student's threat.
- B. The identity of the student and the details of the threat are being disclosed to relevant district staff who have been determined to have legitimate educational interest in the information.
- C. The identity of the student or the details of the threat are being released because the release of the information is necessary to protect the health or safety of the student or other individuals. This exemption is to be strictly construed pursuant to federal regulations.
- D. The District is responding to a court order or subpoena. Generally, the District must make a reasonable effort to notify the parents of the student or adult student of the subpoena in advance of complying so that the family can seek protective action.

Relevant information about the threat that does not improperly identify a student shall be provided to the subject of the threat and the subject shall be advised that if law enforcement has been involved in the matter, the law enforcement agency may have more information that can be shared with the subject.

To promote the safety of all concerned the principal shall determine if classroom teachers, school staff, school security, and others working with the student(s) involved in the threat circumstance should be notified. Subject to the confidentiality provisions cited above, principals shall consider all available information when determining the extent of information to be shared, including prior disciplinary records, official juvenile court records, and documented history of violence of the person who made the threat.

When considering the appropriate discipline for a student who has made a threat of violence or harm, the student's prior disciplinary records shall be taken into account. Emergency expulsion shall be considered based on the credibility and significance of the threat. Discipline shall only be imposed on students with disabilities consistent with policy and the legal requirements for special education.

If the threat by a student was significant and credible enough to warrant expulsion, the student may only be readmitted to the district through the readmission application process provided for in district policy. The readmission application process shall include meeting district readmission criteria established at the time of expulsion and should include completion of an assessment by an appropriate professional, with a report to the District, when the District determines such an assessment is necessary.

Discipline against district staff for making threats of violence or harm shall be consistent with district policy and procedures regarding staff discipline and any relevant collective bargaining requirements.