COMMUNITY RELATIONS

Notification of Threats of Violence or Harm

Students and school employees who are subjects of threats of violence or harm will be notified of the threats in a timely manner. Parents will be included in notifications to students who are subjects of threats of violence or harm. If there is a specific and significant threat to the health or safety of a student or other individuals, the District may disclose information from education records to appropriate parties whose knowledge of the information is necessary. Timing and details of the notice will be as extensive as permitted by the federal Family Educational Rights and Privacy Act (FERPA), 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, community members 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, volunteers, community members or visitors will be subject to relevant District discipline policies and may be referred to appropriate community agencies including law enforcement and mental health services. District staff will work with in-district and community-based professionals and services as relevant and necessary to assess threats of violence or harm, those threatened and those making the threats. Necessary information about the person making the threat will be communicated by the principal to teachers and staff, including security personnel as determined by the principal.

State law provides the District Administrators 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 or designee is authorized to form a multi-disciplinary team of professionals to conduct threat assessments. The Superintendent or designee is directed to develop and implement procedures consistent with this policy.

Cross References:  Policy No. 2162  Education of Students with Disabilities Under Section 504 of the Rehabilitation Act of 1973
Policy No. 2161  Special Education and Related Services for Eligible Students
Policy No. 3207  Prohibition of Harassment, Intimidation and Bullying
Policy No. 3240  Student Conduct
Policy No. 3241  Expectations and Reasonable Sanctions
Policy No. 3241  Classroom Management, Discipline and Corrective Action
Policy No. 5281  Disciplinary Action or Discharge
Policy No. 6513  Workplace Violence Prevention

Legal References:
- RCW 28A.320.128  Notice and disclosure policies-Threats of violence-student conduct-Immunity for good faith notice-Penalty
- WAC 392-400  Pupils
- 20 U.S.C. § 1232g  Family Educational Rights and Privacy Act
- 34 C.F.R. Part 99  FERPA Regulations
- 34 C.F.R. § 99.36  Disclosure of Information for Health/Safety Reasons

Classification:  Essential

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