

STUDENT WELFARE
FREEDOM FROM DISCRIMINATION, HARASSMENT, AND RETALIATION (REGULATION) FFH

The District will provide continuing professional development opportunities to support prevention and intervention strategies to implement this regulation.

**Principals' and
Department Heads'
Duties and
Responsibilities**

In support of policy FFH(LOCAL), principals and department heads or designees will be required to:

1. Employ the Student Code of Conduct, as appropriate, from positive behavioral interventions, such as counseling and mentoring, to punitive actions, such as in-school suspension and expulsions;
2. Determine whether an alleged act constitutes a violation of this regulation;
3. Use existing policies and procedures to investigate allegations of violations of the District's policies and Student Code of Conduct, as appropriate;
4. Incorporate this regulation into school-specific rules of conduct based on the age and abilities of students;
5. Ensure consistent and fair application of appropriate responses to acts of bullying, harassment, and intimidation, including retaliation as a result of such reports;
6. Report, as appropriate, to law enforcement officials all serious acts or those that are part of a larger pattern of offenses;
7. Provide annual training related to this regulation to all personnel;
8. Provide information to staff on best practices for intervention and effectively intervening under such circumstances;
9. Use this regulation as a prevention tool by clearly defining prohibited behavior and explaining expectations of students and staff;
10. Include this topic in specific parental involvement sessions; and
11. Encourage staff to continue professional growth in skills and strategies for dealing with and reporting situations that involve bullying, harassment, and intimidation.