

# **Policy for a Safe School and Safe Learning**

We reaffirm that Oceana High School is a place where everyone has a right to learn and work in a safe environment. Furthermore, we define "safe" as not only being free from physical threats, but being free from psychological harassment. This is in accordance with our 5th schoolwide outcome: "Graduates of Oceana will have demonstrated...that they are respectful and responsible citizens"

To help ensure this right, it is our policy to prohibit harassment through words, actions, or other verbal, written, or physical conduct which ridicules, scorns, mocks, intimidates, or otherwise threatens any individual on the basis of gender, ethnicity, skin color, national origin, political beliefs, religious beliefs, physical characteristics, disability, economic status, sexual orientation, or gender presentation. Harassment has the purpose or effect of creating an intimidating, hostile, or offensive environment that interferes with work performance.

It is the responsibility of all adults at Oceana to enforce this policy. This will be done reactively, by directly addressing violations of this policy by students or adults. This will also be done proactively, by adults working to educate themselves and the Oceana community about the causes and issues raised by the behaviors addressed in this policy.

If an adult or student is aware of violations of this policy by an adult, they will initiate the accountability process (as defined by Board policy and union agreement) by talking to the Principal.

Violations of this policy by students will result in the following progression of consequences:

1. A reminder of the policy, its purpose, and an explanation of how the student's behavior violated the policy.
2. A meeting between the student and the special services counselor.

3. A meeting with the student and a site administrator, who will impose appropriate consequence(s) and/or assign and supervise an educational experience that addresses issues of the damaging effects of the student's behavior.
4. Suspension.
5. A meeting with the student, an administrator, and the student's parent or guardian, which will start the district "Incident Review Hearing" process and could result in expulsion.

The goal of these consequences is to be educational, to change behavior rather than to punish. However, the safety of students and adults is of paramount importance. To that end, students can be inserted into the above sequence of consequences at any point that seems appropriate to the referring adult, the special services counselor, and/or the administration.