

## **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.

“Threats of violence or harm” means direct or indirect communications by any means of the intent to inflict physical harm upon a specific individual or individuals or that place a person in fear of the imminent likelihood of serious harm.

The district will assess and address threats of violence or harm in a manner consistent with the district’s threat assessment policy, other safety policies, and comprehensive safe school plans.

If the district determines a person has made a threat of violence or harm to students, employees, or others, the district may administer relevant district discipline policies and procedures and may refer to appropriate community agencies including law enforcement and mental health services. District staff will work with in-district and community-based professionals and services in relevant areas of expertise to address 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 appropriate teachers and staff, including security personnel.

State law provides the district, school district 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: 2161 – Special Education and Related Services for Eligible Students  
2162 – Education of Students With Disabilities Under Section 504 of the Rehabilitation Act of 1973  
3143 – District Notification of Juvenile Offenders  
3207 – Prohibition of Harassment, Intimidation, and Bullying  
3225 – Threat Assessment  
3241 – Student Discipline

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

Management 2019 – December Policy Issue  
Resources: 2018 – December 2018 - December Policy Issue  
2010 – February Issue  
Policy News, February 2003 Threats Policy Due in September

Adoption Date: 6/23/10  
Classification: **Essential**  
Revised Dates: **5/13/15; 2/12/20**