

## 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 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 will 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 will be communicated by the principal to 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:

6513 - Workplace Violence Prevention  
5281 - Disciplinary Action and Discharge  
3240 - Student Conduct Expectations and Reasonable Sanctions  
3241 - Classroom Management, Discipline and Corrective Action  
3207 - Prohibition of Harassment, Intimidation and Bullying  
2162 - Education of Students With Disabilities Under Section 504 of the Rehabilitation Act of 1973  
2161 - Special Education and Related Services for Eligible Students

### 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 Resources: 2010 - February Issue  
Policy News, February 2003 Threats Policy Due in September

**Zillah School District**

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