

Harassment, Intimidation and Bullying (HIB)

The district is committed to a safe and civil educational environment for all students, employees, volunteers, and patrons that is free from harassment, intimidation, or bullying. [Board Policy 3207](#) defines harassment, intimidation, or bullying as “any intentionally written message or image, including those that are electronically transmitted, a verbal, or physical act, including but not limited to one shown to be motivated by race, color, religion, ancestry, national origin, gender, sexual orientation, including gender expression or identity, mental or physical disability, or other distinguishing characteristics, when the act:

- Physically harms a student or damages the student’s property; or
- Has the effect of substantially interfering with a student’s education; or
- Is so severe, persistent, or pervasive that it creates an intimidating or threatening educational environment; or
- Has the effect of substantially disrupting the orderly operation of the school.

If you, your student, or a member of the Evergreen Public Schools community is being subjected to harassment, intimidation, or bullying, please report your concern by one of the following methods:

- Contact SafeSchools Alert at 1-844-334-3010
- Use <https://egreen-wa.safeschoolsalert.com> to report your concern via the internet. Click on the bullying/harassment link and fill out the web-based form.
- Send an email to 1002@alert1.us.safeschoolsalert.com ; please reference district code 1002 and the name of the school involved in the email.
- Text your message to 844-334-3010 and explain your tip.
- Contact any employee in Evergreen Public Schools.

The concern will be forwarded to the appropriate person at your student’s school for follow-up. If you provide your contact information, your student’s school will contact you for follow-up and will let you know when the investigation is complete. The building administrators will share their findings and any interventions that have been taken. If you file a concern anonymously, the building administrator will investigate the concern, take appropriate actions if necessary but will be unable to follow-up with you once the investigation has concluded. Please understand that if discipline is involved, federal and state privacy laws prohibit the school district from sharing this information with you.

The district’s policy on bullying and harassment is [Policy 3207](#). The district’s procedure is [3207P](#). [En español](#). Copies are available at your student’s school for your review. If the concern of harassment, intimidation, or bullying is not resolved to your satisfaction, please contact the district’s compliance officer. The district’s compliance officer is Shane Gardner . The compliance officer can be contacted via phone at 360-604-4066 or via e-mail: Shane.Gardner@evergreenps.org

Need to report an incident at a school? <https://egreen-wa.safeschoolsalert.com/>