

# Responding to Harassment, Intimidation, and Bullying (HIB)

Lisa Waananen Jones, Board Director District 2

I’ve been learning a lot of education acronyms since joining the school board last December, and an important one is HIB, which stands for harassment, intimidation, and bullying. Our schools strive for cultures of empathy, kindness, and respect, so it would be nice to say that HIB incidents never happen in our district. But students aren’t immune from the hurtful behavior we see throughout society, which is why we have a district policy for handling HIB reports and training about what to do. Learning how to respond when we see others being harmed is a lesson that extends far beyond Pullman School District.

There are some changes to the district’s HIB policy and procedures for this year based on House Bill 1207, which was approved by state legislators during the spring session. Like most of our school district policies, the HIB policy is based on state law and is very similar at school districts across the state. All of that information is publicly available, but it can be overwhelming. So I sat down with Superintendent Dr. Bob Maxwell to ask some common questions families have about the HIB policy. Those questions and answers are summarized here.

### What is new about the HIB policy in our district?

The policy includes definitions and procedures, and the Legislature wanted to clarify and standardize policies across the state. There aren’t any big changes for our district, but we have new pages on our website to make the information easier for families to find and navigate. This includes flowcharts that explain the process for what happens with a HIB complaint, and a reporting form that was updated based on community feedback. You can find that here: <https://www.pullmanschools.org/families/hib-and-discrimination>.

### Are HIB incidents common in Pullman schools?

The policy explains the process for a full investigation of HIB complaints, but this is fortunately rare in our district. HIB behaviors do happen, and every reported incident is investigated, but most situations can be resolved with the goal of educating so negative actions don’t continue. Schools also deal with a variety of disruptive behaviors that don’t meet HIB definitions, and district principals and administrators meet quarterly to review discipline reports to identify common problems and creative solutions. For example, a lot of elementary school issues happen at recess, so all the elementary schools have been problem-solving in creative ways to encourage positive recess behavior.

### I’ve heard my child talking to friends about interactions that sound like HIB. What should I do as a parent about hearsay information?

Talk to your child about what happened, and ask them if it’s been reported. All students in the district learn about how to report bullying and harassment, so trust that they know what to do. If you are still concerned, you can go directly to the teacher or principal to share that concern. Even if it turns out that the issue is small or already handled, it’s better for everyone to know so we can be proactive.

### Our family knows a particular child who’s been reported multiple times for HIB behaviors. Why hasn’t anything happened?

Since discipline information is private, families can be left wondering how a situation was addressed. That can be frustrating, and it becomes difficult to resist rumors and assumptions. Schools are responsible for teaching all students, and the goal in addressing HIB behaviors is that the student learns a lesson so they don’t repeat the behaviors. It’s a goal for building administrators to follow up consistently with kids

who’ve been affected by HIB behaviors to make sure they’re feeling safe and the behaviors haven’t been happening again.

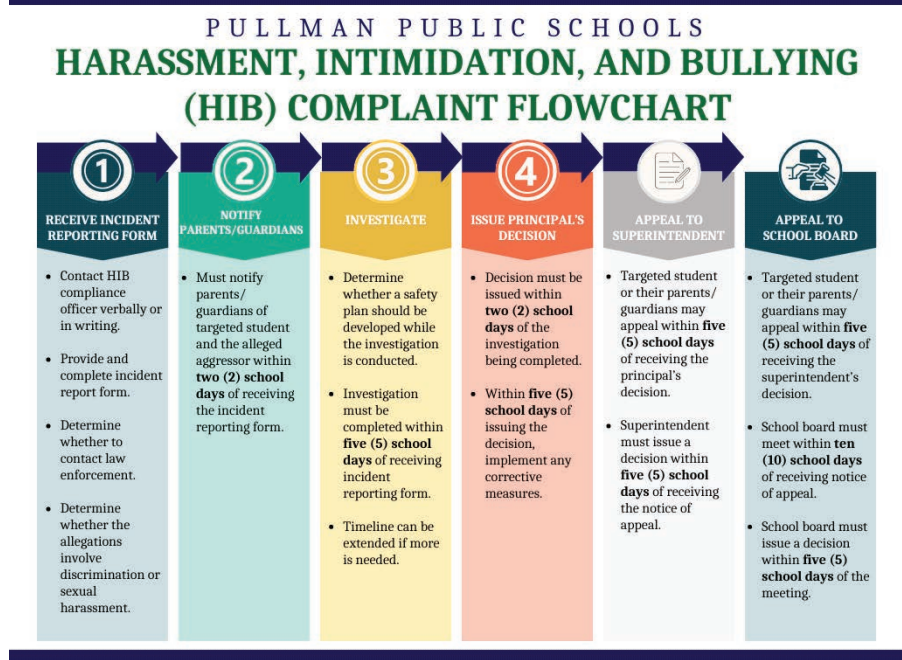
### What can the school district do about HIB incidents outside of the school day, like on social media?

Many issues between students originate outside of school – especially on social media – and then end up at our schools, especially at the middle school and high school. At that point it can be reported and addressed, but social media poses unique challenges because of how messages can be shared, erased or resurfaced later. The district hosted the “Screenagers” documentary and forum last year to open the broad discussion of how screen time and devices affect kids, with plans for additional programming and lessons this year, and families need to support their kids in building healthy habits and boundaries with social media.

### My child feels apprehensive about the new school year because of bullying in the past. What can we do to make sure this year is better?

Talk to your school counselor, teacher, or principal about your concerns. They can offer support, and you and your child will feel more comfortable if questions or issues arise later on. Then, do something fun! One of the best ways to feel comfortable at school and develop a sense of belonging is to join clubs and activities, and fortunately all our schools have a variety of options, including many clubs started by students. It’s always a little scary to join a group or meet new people, but putting effort into building friendships and skills is a great way to make sure positive relationships and moments outweigh the negative ones.

Pullman School District procedures for dealing with and reporting harassment, intimidation, and bullying incidents are outlined in the flowchart below:



More information can be found on our district website at: <https://www.pullmanschools.org/families/hib-and-discrimination>

*The opinions expressed in Board Reports are those of individual school board members and do not necessarily reflect the opinions or views of the board as a whole or of Pullman Public Schools.*

2024-2025

SCHOOL SUPPLIES LIST

[www.pullmanschools.org](https://www.pullmanschools.org)

Can't afford school supplies? We can help! Talk to your school secretary or counselor.

2024-2025 ELEMENTARY CLASSROOM PLACEMENTS

POSTED IN PARENTSQUARE

AUGUST 12

BACK to SCHOOL

PSD will be using ParentSquare to notify elementary families of their child's classroom placement for the 2024-2025 school year.

Elementary classroom placement notifications will be sent out via email, text, and/or app notification on Monday, August 12. PSD families can register their ParentSquare account using the email address or phone number we have on file at:

[www.parentsquare.com/signin](https://www.parentsquare.com/signin)

If you have any questions or need assistance with ParentSquare, please do not hesitate to reach out to your child's school office or the district office by email at [info@psd267.org](mailto:info@psd267.org) or by phone at (509) 332-3581.

In Their Words -  
Coaches and Advisors Share  
Out Student Successes  
Among the 2024 Best High Schools

*Samantha Schertenleib,  
Pullman High School Assistant Principal*

This year, many of Pullman High School’s clubs and athletics achieved high levels of success. As this school year closes, we hear from Josh Wheatley, Melissa Mayer, Katharine Covill, and John Willy about the achievements of their group.

Josh Wheatley - PHS Science Bowl



We had another successful year, winning our regional competition and earning an all-expense paid trip to the National Science Bowl competition in Washington D.C. Team captain and PHS valedictorian Aditya Bose-Bandyopadhyay led this very talented team, which consisted of students William Miller, Seth Ritter, Sahil Ganjyal, and Svanik Bose.

Melissa Mayer - PHS DECA.



PHS DECA had a record year! We had 50 members, 45 of whom attended State and 8 attending our international level competition. One of our freshman members (Jane Park) qualified in the top 20 of her event at the international event. Our student store had record sales as well of over \$21,000 by mid-May. These sales help keep costs low to individuals competing at different levels of competition in our student organization. PHS DECA also had an area president represent us at the state level, Junior Audrey Tan. The growth in our chapter was recognized at the state level. We look forward to future growth and success with PHS DECA in the years to come!

Katharine Covill - PHS Orchestra



We took 50 students to Disneyland in April for a performance on the Disneyland stage as well as a workshop called the "Soundtrack Session." Students had the opportunity to record segments of Disney music in a professional recording studio from movies and have their recorded music synced with the actual movie. It was an amazing experience!

John Willy - Girls' Golf



The PHS Girls Golf Team completed a “4-Peat” winning the GSL League Title for the fourth year in a row. Ryliann Bednar was also the overall District Champion and the team qualified all 6 team members to the 2024 State Championship. The Greyhounds capped off their season by finishing 4th Place at State.

The Pullman School District Board of Directors and the Pullman School District shall provide equal educational opportunity and treatment for all students in all aspects of the academic and activities programs without regard to race, religion, creed, color, national origin, age, honorably-discharged veteran or military status, sex, sexual orientation (including gender expression or identity), marital status, the presence of any sensory, mental or physical disability, participation in the Boy Scouts of America or the use of a trained dog guide or service animal by a person with a disability. The district will provide equal access to school facilities to the Boy Scouts of America and all other designated youth groups listed in Title 36 of the United States Code as a patriotic society. District programs will be free from sexual harassment.

The following employees have been designated to handle questions and complaints of alleged discrimination: Civil Rights Coordinator and Title IX Coordinator; Assistant Superintendent, (509) 332-3144, and Section 504 Coordinator; Director of Special Services, (509) 332-3144. 240 SE Dexter Street, Pullman, WA 99163. Applicants with disabilities may request reasonable accommodations in the application process by contacting the Personnel Coordinator at (509) 332-3584.

ANNUAL NOTIFICATIONS

Pullman Public Schools is required to provide the following notifications to families each school year. They can be read in their entirety on the district webpage (<http://www.pullmanschools.org>) or you can call the school district office (509.332.3581) to request that a packet of all notifications be mailed to you.

Notifications:

- Academic Acceleration Policy
- Admission Requirements
- Annual Summary of Pesticide Use
- ASB Activities Reports
- ASB Opportunity Gap Reduction Plan
- ASB Financial Reports
- Asbestos Hazard Emergency Response Act (AHERA) Inspection Report
- Assessment Plan
- Child Find
- Community Resources for Families
- Diplomas/Transcripts Withheld by Reason of Outstanding Fines/ Fees
- District Policy for Waiving and Reducing ASB Fees
- Education of Students with Disabilities Under Section 504 of the Rehabilitation Act of 1973
- Excused and Unexcused Absences Policy
- Explanation of Roles and Responsibilities of Safety and Security Staff
- Family Educational Rights and Privacy Act (FERPA)
- Federal Program Notifications
- FERPA Directory Notification
- Food and Snack Policy + Approved Snacks List for Classroom Events
- Harassment, Intimidation and Bullying (HIB) and Discrimination Information
- Home Language Survey
- Immunizations Required for School Attendance
- Language Access Plan
- Learning by Choice – Student Enrollment Options in Washington State
- Maintenance of Grounds and Integrated Pest Management (Pesticides applied on a regular basis)
- McKinney-Vento Homeless Students – Information for Parents, Guardians and Caregivers
- Media Opt-Out Information
- Non-Discrimination Policy
- Protection of Pupil Rights Amendment (PPRA)
- Public Records Act (PRA)
- Right to Request Teacher and Paraprofessional Qualifications
- Sexual Harassment Policy
- Student Accident & Sickness Insurance
- Student Rights and Responsibilities Policy
- Title I – Parental Involvement Policy
- Tobacco Free Environment – Policy Related to Use of Tobacco and Nicotine Products and Delivery Devices
- Washington State Office of Education Ombuds
- Water Quality in Our Schools
- Pullman School District Wellness Committee



2024 UPCOMING EVENTS

- 1 AUGUST Annual August Updates Open in Skyward
- 12 AUGUST Student Schedules Available in Skyward & ParentSquare
- 12-13 AUGUST Greyhound Gearup (Grades 9-12)
- 14-15 AUGUST Spartan Startup (Grades 6-8)
- 26 AUGUST Elementary Back-to-School Night
- 28 AUGUST First Day of School (Grades 1-12)
- 28-30 AUGUST Kindergarten Entry Conferences
- 2 SEPTEMBER Labor Day – No School
- 3 SEPTEMBER First Day of Kindergarten

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