
How do I make it stop?

If you have been a target of harassment:

1. **Tell the Harasser to Stop!** If you feel comfortable, say “no” or “stop” in a calm, clear voice.
2. **Do some Problem Solving.** Talk with a trusted adult at school to see if you can come up with some strategies that might have an impact on the situation.
3. **Record and Report.** If the harassment continues despite taking the first two steps, document the situation by filling out a harassment report in the Counseling Office. If the harassment occurred electronically, remember to keep or screenshot all messages, photos, or social media posts.



How do I report harassment?

1. Go to the Counseling Office and ask to fill out a harassment report.
2. Counselor/Administrator will follow up on your report. Depending on the severity, the counselor or administrator will either follow up with you or may address the situation directly.
3. Whenever possible, your counselor or administrator will work with you to decide how to address the situation.

How can an adult help?

Harassment can be addressed using many different strategies depending on the circumstance. This may include:

- Giving the target the chance to talk about what’s happening
- Helping the target to come up with strategies for addressing the situation themselves
- Mediation between the two students (only if both students agree)
- Counselor conversation with the harasser to remind them of school policies on harassment
- Administrator conference with the harasser. Depending on severity, consequences could include, but are not limited to, lunch detention, loss of privileges, parent conference, or school suspension.

School staff will always respond to oral or written reports of harassment. Support will be timely, fair, and respectful. Issaquah School District policy and state law prohibit retaliation against individuals who report harassment.

PCMS is a Harassment Free Zone



“The Issaquah School District is committed to a safe and civil educational environment for all students that is free from harassment, intimidation and bullying”

Issaquah Schools Regulation #3207

What is Harassment?

Harassment is any verbal or physical behavior, written message, or image, including those that are electronically transmitted, that:

- Physically harms a student or damages the student's property
- Substantially interferes with a student's education (has a major impact on how they perform in school, their attendance or tardiness)
- Is so severe, persistent or pervasive that it creates an intimidating or threatening educational environment
- Substantially disrupts the orderly operation of the school

Remember...

The intent of the person doing the harassment makes no difference whatsoever. The person on the receiving end is the one who decides whether the behavior is offensive.

It is the target's perception that counts.



Harassment, intimidation and bullying can take many forms. It could include any of the following:

- Rumors
- Jokes
- Physical attacks
- Gestures
- Texts
- Online comments
- Sexting
- Demeaning comments
- Graffiti
- Pictures
- Photographs
- Slurs
- Innuendos
- Drawings
- Cartoons
- Pranks
- Threats

This includes discrimination against race, religion, creed, color, national origin, age, sex, sexual orientation, gender expression or identity, or disability

Harassment has major effects!

Physical Effects:

- Headaches, stomach or back aches
- Loss of appetite
- Sleep disturbance
- Acne
- Changes in body weight
- Colds/sore throat
- Dependence on alcohol/drugs
- Illness
- Ulcers

Emotional Effects:

- Anger/irritability
- Anxiety/worry/fear
- Confusion
- Depression
- Isolation/withdrawal
- Embarrassment/humiliation
- Low self-esteem/self-doubt
- Mood swings
- STRESS

Academic Effects:

- Absenteeism/tardiness/truancy
 - Lack of concentration
 - Drop in quality of school work
 - Loss of trust in the educational system
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