Report to the Legislature
2SHB 1163

Recommendations for Harassment, Intimidation, and Bullying Prevention

December 2011

Washington State Board for Community and Technical Colleges

Table of Contents

Legislative Background

In the 2011 legislative session, law makers passed Second Substitute House Bill 1163 which requires the State Board for Community and Technical Colleges (SBCTC) to compile and analyze college policies and procedures regarding harassment, intimidation, and bullying prevention. The SBCTC is also required to submit a report to the Education and Higher Education Committees of the Legislature with recommendations for improvement to the policies and procedures regarding harassment, intimidation, and bullying by December 1, 2011. The report must also include recommendations about: 1) whether additional disaggregated data should be collected regarding incidents of bullying and harassment or disciplinary actions; 2) training for personnel who are primary contacts regarding policies, and 3) policies for disciplining students and staff who harass, intimidate, or bully.

Current Harassment, Intimidation, and Bullying Policies at the Community and Technical Colleges

The State Board for Community and Technical Colleges (SBCTC) surveyed each community and technical college about their current harassment, intimidation, and bullying prevention policy in September 2011.

After the survey was compiled, the Washington State Student Services Commission (WSSSC), an agent of the Washington Associate of Community and Technical Colleges (presidents association) met in October 2011 and reviewed survey results. Twenty-four of the 34 community and technical colleges submitted detailed information about their harassment prevention policies. These policies are included as an attachment to this report. In addition, a full discussion of college policies with an assistant attorney general representing the college system occurred at the October WSSSC meeting. As a result of the survey and WSSSC discussions it was determined that:

- All colleges have harassment policies for staff and students. These policies exist within current Washington Administrative Codes, human resources handbooks, campus codes of conduct for students and staff, college's Boards policies, student handbooks, administrative policies and on campus websites.
- All colleges collect and report incidents of harassment.
- Training is provided at colleges during initial hiring and annual professional development related to harassment. Training is provided to students during college orientations, within classes, within student leadership trainings, and as determined necessary by specific incidents.

Recommendations

The following recommendations are based upon current policy and discussions among community and technical college leaders with the assistant attorney general.

Recommendation #1 - Colleges have current policies to address incidents of harassment, intimidation, and bullying. There is no need for colleges to collect further data.

Recommendation #2 – It is recommended that human resources and student services disciplinary officers should receive additional and ongoing training related to harassment, intimidation, and bullying.

Recommendation #3 - The current harassment language contained in respective college student rights and responsibilities documents enables colleges to effectively enforce no tolerance for bullying behavior. Revisions of current codes for community and technical colleges to specifically include the word "bullying" are not needed.

Attachment

Attachment A: Table of Current Harassment, Intimidation, and Bullying Policies at the Community and Technical Colleges