

Iowa Code section 280.28 Harassment and Bullying Prohibited

The policy must include no less than:

- A.) A statement declaring harassment to be against school policy.
- B.) A ban on retaliation for reporting bullying.
- C.) A description of the expectations of school personnel in relation to prevention measures, reporting, and investigation of bullying.
- D.) The consequences for a person who violates the antibullying policy.
- E.) A procedure for reporting an act of harassment, including the identification by job title of the persons responsible for ensuring the policy is implemented and receiving reports of harassment.

Iowa Code section 280.28 Harassment and Bullying Prohibited (continued)

F.) A procedure for the prompt investigation of complaints...including a statement that investigators will consider the totality of circumstances presented in determining whether conduct objectively constitutes harassment.

G.) A statement of the manner in which the policy will be publicized.

Prevention Programs Encouraged

“Districts are encouraged to establish programs designed to eliminate harassment and bullying in schools. To the extent that funds are available for these purposes schools shall do the following:

- Provide training on anti-harassment policies to school employees and volunteers who have significant contact with students
- Develop a process to provide employees and volunteers with skills and knowledge to help reduce incidents.

Data Collection Requirement

“The authorities in charge of each public and nonpublic school shall develop and maintain a system to collect harassment and bullying incidence data.