



Title: **Staff Protection**

Code: GBGB

Section: Section G: Personnel Policies

Academy District 20 is committed to a learning and working environment free from any form of violence, aggression, and abuse including but not limited to actions, words, or insults toward our staff.

An act of violence, aggression, or abuse includes but is not limited to the following behaviors:

1. Possession, threat with, or use of a dangerous weapon – as described in District policy.
2. Physical assault — the act of striking or touching a person or that person’s property with a part of the body or with any object with the intent of causing hurt or harm.
3. Verbal abuse — includes, but is not limited to, swearing, screaming, obscene gestures, or threats directed, either orally (including by telephone) or in writing (including by text, social media, or other electronic means), at an individual, their family, or a group.
4. Intimidation — an act intended to frighten or coerce someone into submission or obedience.
5. Extortion — the use of verbal or physical coercion in order to obtain financial or material gain from others.
6. Bullying — as described in the District’s policy.
7. Gang activity — as described in the District’s policy.
8. Sex-based harassment or other forms of harassment — as described in the District’s policy.
9. Stalking — the persistent following, contacting, watching, or any other such threatening actions that compromise the peace of mind or the personal safety of an individual.

10. Defiance — a serious act or instance of defying or opposing legitimate authority.
11. Discrimination — insulting, disparaging, or derogatory comments or actions made directly or by innuendo regarding a person's disability, race, creed, color, sex, sexual orientation, gender identity, gender expression, marital status, national origin, religion, ancestry, or need for special education services.
12. Vandalism — damaging or defacing property owned by or in the rightful possession of another.
13. Terrorism — a threat to commit violence communicated with the intent to terrorize or with reckless disregard for the risk of creating such terror or to cause serious public inconvenience, such as the evacuation of a building.
14. Disorderly Conduct – intentionally, knowingly, or recklessly making an utterance, gesture, display, or unreasonable noise that incites a breach of the peace.
15. False allegations – knowingly making a false allegation of a violation of an alleged offense under the Colorado Criminal Code.

The following procedures shall be followed in instances of violence, aggression, abuse, or any other alleged offense under the "Colorado Criminal Code" directed towards a teacher or District staff member.

The procedures are applicable on District premises and at all District events on or off District property and in electronic, oral, or written communication.

A staff member who believes they have been a victim of any of the above may immediately contact their supervisor to report the incident. When notified of an alleged incident, the supervisor shall immediately communicate with the superintendent or designee and the supervisor or designee shall conduct an investigation following appropriate administrative policies.

If the alleged perpetrator is a student, the principal, supervisor, superintendent, or designee shall initiate disciplinary action as appropriate.

If the staff member believes the supervisor is the source of the alleged behavior, the staff member may report instead to the Assistant Superintendent for Human Resources or designee.

If the alleged perpetrator is a staff member, they may be subject to discipline including a written reprimand, suspension, dismissal, filing of criminal charges, or other appropriate consequences, after receipt of the complaint, investigation, and adequate proof of the charges.

If the allegation involves a student or staff member at a different location, the staff member may file a written complaint with their site administrator with a copy to the superintendent's office and the site supervisor of the alleged perpetrator.

If the allegation involves a parent or community member, the superintendent or designee may report the incident to the District's general counsel or the appropriate local law enforcement agency or officer who will determine the appropriateness of filing criminal charges. Any parent or community member considered by the superintendent or designee to be in violation of this policy may be instructed to leave

the property of the school district and/or may be denied access to the District's electronic communication systems.

This policy shall be included within the conduct and discipline code distributed to each student.

Communication of disciplinary information to teachers/counselors

The principal or designee shall communicate discipline information concerning any student enrolled in the District to all teachers and counselors who have direct contact with that student. Any teacher or counselor who is assigned a student with known serious behavior problems will be informed of the student's behavior record. Any staff member who is provided this information shall maintain its confidentiality and shall not communicate it to any other person.

Adopted: March 19, 1992

Revised: June 15, 1995

November 7, 2002

December 13, 2006

August 5, 2008

June 30, 2009

May 13, 2010

September 13, 2010

July 1, 2015

July 1, 2018

July 1, 2021

July 1, 2024

July 1, 2025

Legal Refs:

C.R.S. § 22-32-126(5)(a) (employment and authority of principals)

Cross Refs:

AC series – Nondiscrimination/Equal Opportunity

JKD/JKE – Student Suspension/Expulsion/Denial of Admission

EL 2.0 Global Executive Constraint

EL 2.3 Treatment of Staff

EL 2.7 Employment, Compensation and Benefits

Adopted: **March 19, 1992**

Last Revised: **July 01, 2025**
