

### Denver Public Schools Discipline Matrix

This Matrix is a Summary of [Policy JK](#) and [Regulation JK-R](#), Please Review Entire Policy and Attachments

You make a difference in breaking historical patterns of inequity!

Disrupt bias, fight disproportionality, and apply the Discipline Matrix in anti-racist and trauma-informed manner.

Ensure rights of students with disabilities in discipline process (see Note 1).

Follow Consent Decree on [translation and interpretation](#). Use Language Line and provide translated documents in family's preferred language.

Exclusionary discipline should be a last resort after restorative practices and use of interventions in Discipline Ladder.

To end the school-to-prison pipeline and per Board of Education direction, referrals to law enforcement are only permitted as indicated in Referral Column.

Conduct	Definition	Discipline Ladder Reference	Recommendation For Expulsion	School Referral to Law Enforcement or DPS Safety (See Note 2)	Essential Protocols	OSS/ISS ECE - 3rd Grade	OSS/ISS Grades 4 - 12
<b>Type Six</b>							
Firearm	<ul style="list-style-type: none"> <li>- Knowing possession*</li> <li>- of a firearm**</li> </ul> <p>* Possession means actual or physical control as opposed to fleeting contact. Incident must occur on school grounds, in a school vehicle, or at a school sanctioned event. If off-campus, there must be a sufficient nexus to school.</p> <p>** Includes handguns; rifles; shotguns. This does not apply to objects such as toy guns, facsimiles, cap guns, bee-bee guns, and pellet guns.</p>	Refer to Recommendation for Expulsion Column	Mandatory Expulsion Hearing	If firearm is on school grounds, in school's possession, or there is a threat of serious bodily injury that is real and immediate, mandatory referral to DPS Dept. of Safety (3-3911) and law enforcement (911 or non-emergency 720-913-2000)	Full Threat Appraisal	Consultation with OS. 3 - 10 day OSS. Request expulsion hearing.	OSS of 5 days
<b>Type Five</b>							
Robbery	Distinguish Robbery from less egregious bullying incidents. <ul style="list-style-type: none"> <li>- Knowingly taking</li> <li>- a thing of value</li> <li>- from a person</li> <li>- by the use of force, threats, or intimidation</li> </ul>	Ladder level inapplicable at this stage, refer to other columns for action steps	Mandatory Review	If a firearm or dangerous weapon was used, or there is a threat of serious bodily injury that is real and immediate, mandatory referral to DPS Dept. of Safety (3-3911) and to law enforcement (911 or non-emergency 720-913-2000)	Full Threat Appraisal	Consultation with OS required for 1 day OSS for safety planning. Expulsion may not be requested.	OSS of 3 -5 days

First degree assault	<p>First degree assault is the most egregious type of assault.</p> <ul style="list-style-type: none"> <li>- Intentionally using a deadly weapon to cause serious bodily injury to another person</li> </ul> <p>OR</p> <ul style="list-style-type: none"> <li>- with an intent to disfigure another person seriously and permanently, the person causes such an injury</li> </ul> <p>OR</p> <ul style="list-style-type: none"> <li>- a student shows extreme indifference to the value of human life, and knowingly creates a grave risk of death to another person.</li> </ul> <p>Serious bodily involves a substantial risk of death, a substantial risk of serious permanent disfigurement, a substantial risk of protracted loss or impairment of the function of any part or organ of the body, or breaks, fractures, or burns of the second or third degree</p>	Ladder level inapplicable at this stage, refer to other columns for action steps	Mandatory Review	Notify DPS Dept. of Safety (3-3911) and complete a mandatory report to law enforcement (911 or non-emergency 720-913-2000) or child welfare (1-844-264-5437)	Full Threat Appraisal	Consultation with OS required for 1 day OSS for safety planning. Expulsion may not be requested.	OSS of 3 -5 days
Second degree assault	<p>A serious assault that is less serious than first degree assault, but more serious than a typical fight with typical injuries (Third Degree Assault)</p> <ul style="list-style-type: none"> <li>- intentionally using a deadly weapon to cause bodily injury</li> </ul> <p>OR</p> <ul style="list-style-type: none"> <li>- recklessly using a deadly weapon to cause serious bodily injury</li> </ul> <p>OR</p> <ul style="list-style-type: none"> <li>- with intent to cause bodily injury, causing serious bodily injury</li> </ul> <p>OR</p> <ul style="list-style-type: none"> <li>- with intent to cause bodily injury, choking another person, causing bodily injury</li> </ul> <p>Serious bodily injury involves a substantial risk of death, a substantial risk of serious permanent disfigurement, a substantial risk of protracted loss or impairment of the function of any part or organ of the body, or breaks, fractures, or burns of the second or third degree.</p>	Ladder level inapplicable at this stage, refer to other columns for action steps	Mandatory Review	If a firearm or dangerous weapon was used, serious bodily injury was caused, or there is a threat of serious bodily injury that is real and immediate, mandatory referral to DPS Dept. of Safety (3-3911) and to law enforcement (911 or non-emergency 720-913-2000)	Full Threat Appraisal	Consultation with OS required for 1 day OSS for safety planning. Expulsion may not be requested.	OSS of 3 -5 days
Sexual assault	<p>- A student inflicts sexual intrusion or sexual penetration:</p> <ul style="list-style-type: none"> <li>- through the use of force;</li> <li>- without consent; or</li> <li>- when complainant is incapable of providing consent</li> </ul> <p>OR</p> <ul style="list-style-type: none"> <li>- when complainant is 14 years old or younger and respondent is more than 4 years older.</li> </ul>	Ladder level inapplicable at this stage, refer to other columns for action steps	Mandatory Review	Notify DPS Dept. of Safety (3-3911) and complete a mandatory report to law enforcement (911 or non-emergency 720-913-2000) or child welfare (1-844-264-5437).	Full Threat Appraisal, <a href="#">Title IX Process</a> that results in a finding of sexual harassment in the form of sexual assault (DPS Implementers find guidance on <a href="#">the Commons</a> )	Consultation with OS required for 1 day OSS for safety planning. Expulsion may not be requested.	OSS of 3 -5 days

Sale or distribution of, or intent to sell, unauthorized drugs or controlled substance	<ul style="list-style-type: none"> <li>- Knowing</li> <li>- sale or distribution</li> <li>- of a controlled substance.</li> </ul> <p>The transaction must occur on school grounds, in a school vehicle, or at a school sanctioned event.</p>	Ladder level inapplicable at this stage, refer to other columns for action steps	Mandatory Review	If disposal of illegal drugs is necessary, refer to DPS Dept. of Safety (3-3911). DPS Dept. of Safety will determine whether or not law enforcement needs to be contacted and will make that contact, if needed.		Consultation with OS required for 1 day OSS for safety planning. Expulsion may not be requested.	OSS of 3 -5 days
Dangerous Weapon	<ul style="list-style-type: none"> <li>- Knowing</li> <li>- possession*</li> <li>- of an object defined as a dangerous weapon: <ul style="list-style-type: none"> <li>- any pellet or BB gun, or other device, whether operational or not, designed to propel projectiles by spring action or compressed air;</li> <li>- a fixed blade knife with a blade that exceeds three inches in length;</li> <li>- a spring-loaded knife or a pocket knife with a blade longer than three and one half inches;</li> </ul> </li> <li>OR</li> <li>- any object, device, instrument, material, or substance used or intended to be used to inflict death or serious bodily injury.</li> </ul> <p>*Possession is defined as the actual or physical control as opposed to fleeting contact. Incident must occur on school grounds, in school vehicles, or at school activities or sanctioned events without the authorization of the school or the school district. If off-campus, there must be a sufficient nexus to school.</p>	Ladder level inapplicable at this stage, refer to other columns for action steps	Mandatory Review	If dangerous weapon is on school grounds and there is a threat of serious bodily injury that is real and immediate, mandatory referral to DPS Dept. of Safety (3-3911) and to law enforcement (911 or nonemergency 720-913-2000). In the absence of a threat, contact DPS Dept. of Safety if you have questions regarding return or disposal of the weapon.	Full Threat Appraisal	Consultation with OS required for 1 day OSS for safety planning. Expulsion may not be requested.	OSS of 3 -5 days
<b>Type Four</b> (see Note 3)							
Arson	<ul style="list-style-type: none"> <li>- Knowingly</li> <li>- setting fire to, burning or causing to be burned, or by the use of explosives damages or destroys, or causing to be damaged or destroyed</li> <li>- the school building, school property, or property of another person that is on school grounds</li> </ul>	<a href="#">Level F</a>	Optional Review	If threat of serious bodily injury is real and immediate, mandatory referral to DPS Dept. of Safety (3-3911) & Fire Department	Full Threat Appraisal	1 day OSS for safety planning. Expulsion may not be requested.	OSS or ISS of 0 - 3 days
Third Degree Assault	<p>This is the least serious type of assault Do not use for fights that were planned, agreed upon, or otherwise consented to (see disorderly conduct)</p> <ul style="list-style-type: none"> <li>- knowingly or recklessly</li> <li>- causing bodily injury (but not injuries that rise to the level of second degree assault--see above)</li> <li>- to another person</li> </ul>	<a href="#">Level F</a>	Optional Review	Consult with OS. OS will contact DPS Dept. of Safety, if needed. DPS Dept. of Safety will determine whether or not law enforcement needs to be contacted and will make that contact, if needed.	Full Threat Appraisal	1 day OSS for safety planning. Expulsion may not be requested.	OSS or ISS of 0 - 3 days

Destruction or theft of school property (over \$5000)	<ul style="list-style-type: none"> <li>- Knowingly</li> <li>- taking, using, destroying, concealing, or abandoning</li> <li>- school property of value \$5000 or greater</li> <li>- without permission or by threat or deception</li> <li>- with intent that the property will not be returned</li> </ul>	<a href="#">Level F</a>	Optional Review	No referral to law enforcement		1 day OSS for safety planning. Expulsion may not be requested.	OSS or ISS of 0 - 3 days
Theft from an individual (over \$5000)	<ul style="list-style-type: none"> <li>- Knowingly</li> <li>- taking, using, destroying, concealing or abandoning</li> <li>- another person's property of value \$5000 or greater</li> <li>- without permission or by threat or deception</li> <li>- with the intent that the property will not be returned.</li> </ul>	<a href="#">Level F</a>	Optional Review	No referral to law enforcement		1 day OSS for safety planning. Expulsion may not be requested.	OSS or ISS of 0 - 3 days
Possession of an explosive (non-fireworks/firecrackers) that seriously endangering the welfare or safety of others	<ul style="list-style-type: none"> <li>- Possession</li> <li>- of any chemical compound mixture, or device,</li> <li>- the primary purpose of which is to function by explosion, i.e. dynamite, black powder, pellet powder, detonators, safety fuses, igniter cord, igniters</li> </ul>	<a href="#">Level F</a>	Optional Review	If the welfare or safety of others is seriously endangered, mandatory referral to DPS Dept. of Safety (3-3911). Dept. of Safety will make the decision to contact law enforcement and will make that contact, if needed.	Full Threat Appraisal	1 day OSS for safety planning. Expulsion may not be requested.	OSS or ISS of 0 - 3 days
Assault, harassment, false allegation of abuse or willfully causing property damage against a school employee, see <a href="#">Board Policy GBGB</a>	<ul style="list-style-type: none"> <li>- Knowingly</li> <li>- assaulting,</li> <li>- harassing,</li> <li>- making a false allegation of abuse,</li> <li>OR</li> <li>- damaging the personal property</li> <li>- of a school employee.</li> </ul>	<a href="#">Level F</a>	Optional Review	Mandatory referral to DPS Dept. of Safety (3-3911). Dept. of Safety will make the decision to contact law enforcement and will make that contact, if needed.	Full Threat Appraisal; School leader can consult with HR Partner as needed	1 day OSS for safety planning. Expulsion may not be requested.	OSS or ISS of 0 - 3 days
Hazing activities	<ul style="list-style-type: none"> <li>- Recklessly</li> <li>- endangering the health or safety of</li> <li>OR</li> <li>- causing risk of bodily injury to an individual</li> <li>- for the purpose of initiation into or affiliation with a student organization</li> </ul>	<a href="#">Level F</a>	Optional Review	If there is a threat of serious bodily injury that is real and immediate, mandatory referral to DPS Dept. of Safety (3-3911). If hazing involves conduct that requires mandatory report (e.g. unlawful sexual contact), complete mandatory report to DPD.	Full Threat Appraisal	1 day OSS for safety planning. Expulsion may not be requested.	OSS or ISS of 0 - 3 days
Child Abuse	Definitions included on <a href="#">the Commons site for mandatory reporting</a>	<a href="#">Level F</a>	Optional Review	Notify DPS Dept. of Safety (3-3911) and complete a mandatory report to law enforcement (911 or non-emergency 720-913-2000) or child welfare (1-844-264-5437).		1 day OSS for safety planning. Expulsion may not be requested.	OSS or ISS of 0 - 3 days

<p>Unlawful sexual behavior, unlawful sexual contact, and indecent exposure</p>	<p>There are many forms of unlawful sexual behavior, see <a href="#">Resource Library</a>, "<a href="#">Unlawful Sexual Behavior Definitions</a>" for complete list</p> <p>Unlawful sexual contact =  - knowingly  - making sexual contact  - w/ complainant's intimate parts*  - for the purpose of sexual arousal, gratification, or abuse  - if respondent knows complainant does not consent**</p> <p>* Intimate parts are the external genitalia or perineum or the anus or the buttocks or the pubes or breast of any person  **Consent is cooperation in act or attitude, an exercise of free will and with knowledge of the nature of the act</p> <p>Indecent Exposure=  - knowing  - exposure  - of genitals or masturbation  - to any person's view  - when likely to cause affront or alarm  - with intent to arouse or satisfy sexual desire</p>	<p><a href="#">Level F</a></p>	<p>Optional Review</p>	<p>Notify DPS Dept. of Safety (3-3911) and complete a mandatory report to law enforcement (911 or non-emergency 720-913-2000) or child welfare (1-844-264-5437).</p>	<p><a href="#">Title IX Process</a> that results in a finding of sexual harassment in the form of unlawful sexual behavior (DPS Implementers find guidance on <a href="#">the Commons</a>)</p>	<p>1 day OSS for safety planning. Expulsion may not be requested.</p>	<p>OSS or ISS of 0 - 3 days</p>
<p>Witness Intimidation or Retaliation</p>	<p>- By the use of a threat, harassment, or act of harm  - to a person (or their property)  - who has acted, or is believed to act in the future  - as a witness in a criminal, civil, or school process with possible disciplinary consequences  - a student:  - influences the witness to withhold factual information or provide false information  - induces the witness to avoid participation in the proceeding or process  - inflicts harm or injury prior to or after the witness's participation.</p>	<p><a href="#">Level F</a></p>	<p>Optional Review</p>	<p>If conduct includes a real or immediate threat to use a firearm or dangerous weapon or otherwise cause serious bodily injury or death, mandatory referral to DPS Dept. of Safety (x3-3911) and law enforcement (911 or non-emergency 720-913-2000).</p>	<p>Full Threat Appraisal</p>	<p>1 day OSS for safety planning. Expulsion may not be requested.</p>	<p>OSS or ISS of 0 - 3 days</p>
<p>Other student behavior presenting an active or ongoing danger to the welfare or safety of school occupants</p>	<p>Serious behavior on or off school property that is detrimental to the welfare or safety of another person or group of people, such as serious threats of imminent physical violence or act of physical harm against a specific person or persons, location, or entity.</p> <p>Incident must not meet the criteria for another category of conduct on this Matrix. Is determined on a case-by-case basis, but must have sufficient nexus to school to qualify for possible disciplinary consequence.</p>	<p><a href="#">Level F</a></p>	<p>Optional Review</p>	<p>If conduct includes a real or immediate threat to use a firearm or dangerous weapon or otherwise cause serious bodily injury or death, mandatory referral to DPS Dept. of Safety (x3-3911) and law enforcement (911 or non-emergency 720-913-2000).</p>	<p>Full Threat Appraisal</p>	<p>1 day OSS for safety planning. Expulsion may not be requested.</p>	<p>OSS or ISS of 0 - 3 days</p>

Habitual disruption (ECE - 3rd grade may not receive this offense type)	A student who has caused a material and substantial disruption on school grounds, in a school vehicle, or at a school activity or sanctioned event three or more times during the course of a school year.  (School must have all of the documentation called for through the Habitually Disruptive Guidance Document, and have been working closely with the Discipline Program Manager to meet the criteria for the consideration of approval of an extended suspension and expulsion hearing)	<a href="#">Level F</a>	Optional Review	No referral to law enforcement	Notice of Intent of Declaration of a Habitually Disruptive Student, Behavior Plans, Consider Child Find	N/A Students ECE-3rd grade may not receive this offense type	OSS or ISS of 0 - 3 days
Recurring Type One offenses (ECE - 3rd grade may not receive this offense type.)	Students who repeatedly engage in Type One offenses despite the implementation of Ladder Levels A through E with fidelity, continuous monitoring, and documentation of outcomes, can be elevated from a Type Three – Recurring Type Two offenses to the Type Four – Recurring Type Three offenses. (Refer to the Habitually Disruptive Guidance Document)	<a href="#">Level F</a>	Optional Review	No referral to law enforcement		N/A Students ECE-3rd grade may not receive this offense type	OSS or ISS of 0 - 3 days
<b>Type Three (see note 4)</b>							
Bullying: Level II, see <a href="#">Board Policy JICDE</a>	-The use of coercion or intimidation - through physical conduct - to obtain control over another person OR - to cause physical, mental, or emotional harm to another person.	<a href="#">Level E</a>	No	No referral to law enforcement		ISS of 0-3 days or 1 day OSS. Not more than 1 day ISS if 1 day OSS	ISS of 0-3 days or 1 day OSS. Not more than 1 day ISS if 1 day OSS
Harassment based on race, color, religion, national origin, immigration/citizenship status, ancestry, age, veteran status, disability, or genetic information of an employee or applicant for employment: Level II, see <a href="#">Board Policy AC</a>	- Unwelcome - physical conduct - based on protected class status - that is sufficiently severe, pervasive, or persistent to either: - interfere with a student's or community member's ability to participate in the District's services, activities, or opportunities OR - alter an employee's conditions of employment that a reasonable person would consider intimidating, hostile, or abusive	<a href="#">Level E</a>	No	No referral to law enforcement	<a href="#">Discrimination Prevention and Response Process</a> that results in a finding of harassment or discrimination (DPS Implementers find guidance on <a href="#">the Commons</a> )	ISS of 0-3 days or 1 day OSS. Not more than 1 day ISS if 1 day OSS	ISS of 0-3 days or 1 day OSS. Not more than 1 day ISS if 1 day OSS
Harassment based on sex, gender, sexual orientation, gender identity or expression, transgender status, or pregnancy, parenting, or marital status (sexual harassment): Level II, see <a href="#">Board Policy AC</a>	- Unwelcome - physical conduct (NOT involving non-consensual sexual contact with intimate parts, see above for unlawful sexual contact definition and associated mandatory reporting requirements) - based on gender (including gender nonconformity and gender identity) - occurring within the District's education program or activity - that is determined by a reasonable person to be - so severe, pervasive, and objectively offensive - that it effectively denies a person equal access to the District's education program or activity	<a href="#">Level E</a>	No	No referral to law enforcement.	<a href="#">Title IX Process</a> that results in a finding of sexual harassment or sex-based discrimination (DPS Implementers find guidance on <a href="#">the Commons</a> )	ISS of 0-3 days or 1 day OSS. Not more than 1 day ISS if 1 day OSS	ISS of 0-3 days or 1 day OSS. Not more than 1 day ISS if 1 day OSS

Mutual fighting (may include incidents that result in minor injuries like cuts, scrapes etc.)	- Fighting - with another person - at a school-sanctioned activity, or in a school vehicle - by agreement or consent.	<a href="#">Level E</a>	No	No referral to law enforcement		ISS of 0-3 days or 1 day OSS. Not more than 1 day ISS if 1 day OSS	ISS of 0-3 days or 1 day OSS. Not more than 1 day ISS if 1 day OSS
Being under the influence of drugs or alcohol - see Board Policies <a href="#">JICH</a> , <a href="#">JICH-R</a>	- A student who smells of alcohol or marijuana - has their head down on the desk, and/or - interrupting, or being loud in class, and/or - refusing to stay in their seat, and/or - and/or displaying substances or paraphernalia in clear view.	<a href="#">Level E</a>	No	No referral to law enforcement		ISS of 0-3 days or 1 day OSS. Not more than 1 day ISS if 1 day OSS	ISS of 0-3 days or 1 day OSS. Not more than 1 day ISS if 1 day OSS
Possession of alcohol, unauthorized (but legal) drugs, or illegal drugs	- Knowing - possession - of alcohol, unauthorized but legal drugs, and/or illegal drugs	<a href="#">Level E</a>	No	Refer to DPS Dept. of Safety for consult regarding disposal of marijuana. If other illegal substance, consult with DPS Dept. of Safety for disposal guidance.		ISS of 0-3 days or 1 day OSS. Not more than 1 day ISS if 1 day OSS	ISS of 0-3 days or 1 day OSS. Not more than 1 day ISS if 1 day OSS
Destruction or theft of school property, including graffiti (\$500 - \$5000)	- Knowingly - taking, using, destroying, concealing or abandoning - school property of value \$500 - \$4,999 - without permission or by threat or deception - with the intent that the property will not be returned.	<a href="#">Level E</a>	No	No referral to law enforcement		ISS of 0-3 days or 1 day OSS. Not more than 1 day ISS if 1 day OSS	ISS of 0-3 days or 1 day OSS. Not more than 1 day ISS if 1 day OSS
Theft from an individual (\$500 - \$5000)	- Knowingly - taking, using, concealing, or abandoning - another person's property of value \$500 - \$4,999 - without permission or by threat or deception - with intent that the property will not be returned.	<a href="#">Level E</a>	No	No referral to law enforcement		ISS of 0-3 days or 1 day OSS. Not more than 1 day ISS if 1 day OSS	ISS of 0-3 days or 1 day OSS. Not more than 1 day ISS if 1 day OSS
Other school-based misconduct that substantially disrupts the school environment	Egregious or escalating pattern of behavior that consistently interferes with the ability to provide a safe, productive educational environment	<a href="#">Level E</a>	No	No referral to law enforcement		ISS of 0-3 days or 1 day OSS. Not more than 1 day ISS if 1 day OSS	ISS of 0-3 days or 1 day OSS. Not more than 1 day ISS if 1 day OSS
Recurring Type One offenses (ECE - 3rd grade may not receive this offense type.)	Students who repeatedly engage in Type One offenses despite the implementation of Ladder Levels A through C with fidelity, continuous monitoring, and documentation of outcomes, can be elevated from a Type One offenses to the Type Two – Recurring Type One offenses. (Refer to the Habitually Disruptive Guidance Document)	<a href="#">Level E</a>	No	No referral to law enforcement		N/A Students ECE-3rd grade may not receive this offense type	ISS of 0-3 days or 1 day OSS. Not more than 1 day ISS if 1 day OSS
<b>Type Two</b>							
False activation of a fire alarm	Activation of a fire alarm in the absence of a real and immediate threat to the safety of a school community, especially in the absence of a threat from fire	<a href="#">Level D</a>	No	No referral to law enforcement		ISS of 0-3 days	ISS of 0-3 days
Possession of fireworks/firecrackers	When a student brings fireworks or firecrackers to school with the purpose of lighting them in or at school without the advance permission from the building leader	<a href="#">Level D</a>	No	No referral to law enforcement		ISS of 0-3 days	ISS of 0-3 days

Bullying: Level I, see <a href="#">Board Policy JICDE</a>	Consult with your mental health team and/or Discipline Building Leader for highly concerning or egregious pattern of behavior. - Bullying: Level I is the use of coercion or intimidation - through written, verbal, or electronically transmitted expression - to obtain control over another person OR to cause physical, mental or emotional harm to another person.	<a href="#">Level D</a>	No	No referral to law enforcement		ISS of 0-3 days	ISS of 0-3 days
Harassment based on race, color, religion, national origin, immigration/citizenship status, ancestry, age, veteran status, disability, or genetic information of an employee or applicant for employment: Level I, see <a href="#">Board Policy AC</a>	- Unwelcome - verbal, written, or graphic conduct - based on a protected class status - that is sufficiently severe, pervasive, or persistent to either: - interfere with a student's or community member's ability to participate in the District's services, activities, or opportunities OR - alter an employee's conditions of employment or create a work environment that a reasonable person would consider intimidating, hostile, or abusive	<a href="#">Level D</a>	No	No referral to law enforcement	<a href="#">Discrimination Prevention and Response Process</a> that results in a finding of harassment or discrimination (DPS Implementers find guidance on <a href="#">the Commons</a> )	ISS of 0-3 days	ISS of 0-3 days
Harassment based on sex, gender, sexual orientation, gender identity or expression, transgender status, or pregnancy, parenting, or marital status (sexual harassment): Level I, see <a href="#">Board Policy AC</a>	- Unwelcome - verbal, written, or graphic conduct - based on gender (including gender nonconformity and gender identity) - occurring with the District's education program or activity - that is determined by a reasonable person to be: - so severe, pervasive, and objectively offensive - that it effectively denies a person equal access to the District's education program or activity	<a href="#">Level D</a>	No	No referral to law enforcement	<a href="#">Title IX Process</a> that results in a finding of sexual harassment or sex-based discrimination (DPS Implementers find guidance on <a href="#">the Commons</a> )	ISS of 0-3 days	ISS of 0-3 days
Consensual but inappropriate physical contact	Physical contact between students that is an act of free will on the part of both parties and with both parties having the knowledge of the nature of the act, but is nonetheless not welcome in the school environment.	<a href="#">Level D</a>	No	No referral to law enforcement		ISS of 0-3 days	ISS of 0-3 days
Destruction or theft of school property, including graffiti (under \$500)	The physical removal of an object verified to be valued at \$499 or less that is capable of being removed without the consent of the owner and with the intention of depriving the owner of it permanently	<a href="#">Level D</a>	No	No referral to law enforcement		ISS of 0-3 days	ISS of 0-3 days
Severe defiance of authority/disobedience	Evading a school rule or obeying an authority figure by engaging in the frequent or persistent expression of anger, irritability, arguing, vindictiveness, and/or eloping. This may include weapon possession, except Firearms, in the absence of brandishing or threatening. Seek consultation from Student Discipline Program Manager for clarification regarding qualification of weapons.	<a href="#">Level D</a>	No	No referral to law enforcement		ISS of 0-3 days	ISS of 0-3 days



Trespassing	When a student is on school grounds without the authorization of the building leader, after having been suspended or expelled from the campus. Can be asked to leave school grounds. Does not include Truancy.	<a href="#">Level D</a>	No	No referral to law enforcement		ISS of 0-3 days	ISS of 0-3 days
Theft from an individual (under \$500)	- Knowingly - taking, using, concealing, or abandoning - another person's property of \$499 or less - without permission or by threat or deception - with the intent that the property will not be returned	<a href="#">Level D</a>	No	No referral to law enforcement		ISS of 0-3 days	ISS of 0-3 days
Other school-based misconduct that disrupts the school environment	Behavior that significantly interferes with the smooth flow of a classroom, assembly, or school-sanctioned event.	<a href="#">Level D</a>	No	No referral to law enforcement		ISS of 0-3 days	ISS of 0-3 days
Recurring Type One offenses (ECE - 3rd grade may not receive this offense type. Grades 4 - 12: Required documentation for Type One offense - Ladder Levels A through C)	Students who repeatedly engage in Type One offenses despite the implementation of Ladder Levels A through C with fidelity, continuous monitoring, and documentation of outcomes, can be elevated from a Type One offenses to the Type Two – Recurring Type One offenses. (Refer to the Habitually Disruptive Guidance Document)	<a href="#">Level D</a>	No	No referral to law enforcement		ISS of 0-3 days	ISS of 0-3 days
<b>Type One</b>							
Classroom disruption		<a href="#">Levels A-C</a>	No			N/A	N/A
Excessive tardiness		<a href="#">Levels A-C</a>	No			N/A	N/A
Picking on, bothering, or distracting other students		<a href="#">Levels A-C</a>	No			N/A	N/A
Use of profanity or vulgarity		<a href="#">Levels A-C</a>	No			N/A	N/A
Dress code violation, see Board Policy JICA		<a href="#">Levels A-C</a>	No			N/A	N/A
Disrupting school activity		<a href="#">Levels A-C</a>	No			N/A	N/A
Minor defiance of authority/disobedience		<a href="#">Levels A-C</a>	No			N/A	N/A
Verbal insults or put-downs		<a href="#">Levels A-C</a>	No			N/A	N/A
Use of cell phones, Gameboys, and similar electronic devices at unauthorized times		<a href="#">Levels A-C</a>	No			N/A	N/A
Minor damage or defacement of school property		<a href="#">Levels A-C</a>	No			N/A	N/A
Tobacco offenses, see Board Policy JICG		<a href="#">Levels A-C</a>	No			N/A	N/A
Unauthorized use of school equipment		<a href="#">Levels A-C</a>	No			N/A	N/A
Gambling		<a href="#">Levels A-C</a>	No			N/A	N/A
Minor physical aggression with another student (e.g., pushing, shoving)		<a href="#">Levels A-C</a>	No			N/A	N/A
Scholastic dishonesty		<a href="#">Levels A-C</a>	No			N/A	N/A
Other minor school-based misconduct		<a href="#">Levels A-C</a>	No			N/A	N/A

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This Matrix is a summary of Policy JK-R. Please refer to the full policy for more detail. Gang-related activity at school is covered under the offenses listed in Type One through Type Six. Refer to Policy JICF: Gang Activity Prevention.

NOTE 1: If a student has an IEP or 504 Plan (or who we reasonably suspect may have a disability), we need to consider whether we can apply exclusionary discipline for more than 10 days. Exclusionary discipline for more than ten days in a school year requires a hearing to determine if the conduct was a manifestation of the student's disability. Consult with your Discipline Program Manager and Special Education Instructional Support partner from Student Equity and Opportunity for full process. Also consider when behavior may indicate a need to consider our Child Find obligations to identify students with disabilities.

NOTE 2: Referrals to law enforcement refers to actions required for the school in response to a disciplinary incident. It does not address or limit the options available to individuals who may be victims of criminal activity.

NOTE 3: For Type Four offenses committed by 4th through 12th grade students, if there has been a recommendation for expulsion, or a request for an extension of the suspension period made to the Superintendent or designee through Section 6-6 of Policy JK-R, the principal has the option of extending the maximum three-day out-of-school suspension available under Section 3-1 by up to two days, for a total of five days, if deemed necessary for the safety of the school. See JK-R Section 6-4(I). For students in ECE through 3rd grade, a 1-day out-of-school suspension is the maximum consequence that can be applied. See Policy JK-R Section 6-4 (J).

NOTE 4: For Type Three offenses committed by a student in the 4th through 12th grades, if the student's presence in school presents a danger or severe disruption to the school and its occupants or additional time is needed to further investigate the incident, the principal has the option of extending the maximum one-day out-of-school suspension available under Section 3-1 by up to two days, for a total of three days. See JK-R Section 6-4 (H). For students in ECE through 3rd grade, a 1-day out-of-school suspension is the maximum consequence that can be applied. See Policy JK-R Section 6-4 (J).