



TO: BSD Staff
FROM: Garth Steedman
DATE: August 1, 2021
SUBJECT: PHYSICALLY CONTROLLING NON-COMPLIANT STUDENT(S)

As staff members of the Bremerton School District, we have a duty to protect the physical and mental well-being of the students placed in our care. Inherent with this duty, is to protect students from harming themselves or others. In carrying out this protection, we must be mindful of the fact that the Board policies and state laws strictly limit one's authority to bring about student compliance through the use of physical means.

As a staff member, in order to adhere to this expectation, please keep in mind:

- **Before** restraining any student, state law requires that an employee must be trained and certified through a recognized program (Right Response is the program the District has chosen).
- **Do** inform an administrator, or certificated staff member, so that the parent/guardian can be contacted within the same day of restraint. You must follow-up in writing with the Student Behavior/Incident Report as well as the Behavior Emergency Report (if restraint or isolation was used) within five (5) days of the incident. To whom the form(s) should be distributed is listed on the bottom of the forms. Also, if the student is injured, the Student Accident Report should also be completed. Lastly, if you as a staff member are hurt, you will need to fill out the Employee Accident / Incident Report. These forms can be found on the district website under "For Staff," and "Employee Forms."
- Restraint can be used with any student only when reasonably necessary to control spontaneous behavior that poses an **imminent likelihood of serious harm**, such as:
 - Self-inflicted physical harm, as evidenced by threats, or attempts, to commit suicide or inflict physical harm upon oneself;
 - Physical harm inflicted upon another, as evidenced by behavior that has caused such harm, or that places another person in reasonable fear of sustaining such harm;
 - Threat to physical safety of another, coupled with a history of violent acts; or
 - Potential serious harm resulting from the student's dangerous actions (such as running into traffic).
- This does NOT mean that a staff member cannot protect themselves (block, deflect, adjust stance, etc.) from physical abuse directed at them by a student.

Essentially, if a student is not in danger of harming themselves or others, staff should not make physical contact with said student.

If you have any questions regarding the above direction/expectations, please feel free to discuss it directly with your supervisor and/or evaluator.

Garth Steedman, Ed.D., M.B.A.
Assistant Superintendent

Note: In the event of a true emergency presenting an immediate risk to life or of catastrophic injury, staff members who have not been Right Response trained and certified may employ restraint, only as necessary to prevent or limit such imminent injury, and otherwise in full compliance with law and District policy and procedures.