

# Navigating the Jack Reid Law: A Guide to Incident Classification & Response

## Understanding the Mandate



**What is a "Material Incident"?**  
Any harmful behavior, harassment, bullying, or discrimination that interferes with a student's educational environment or creates a risk of disruption.



**Mandatory Response Required**  
All incidents classified as "Material" require a formal, documented school response to ensure student safety and legal compliance.



**The Core Strategy**  
Schools must implement strategies that address harm, support impacted students, and guide causative parties to restore the learning environment.

## Incident Classification & Response Matrix

Category	Definition	Material Incident?	Response for Targeted Student	Response for Causative Party
<b>Bothering</b>	Low-level behavior that annoys or distracts without causing harm.	Rarely	Validation, reassurance, and boundary support.	Redirection, coaching, and social skills activities.
<b>Conflict</b>	Disagreement between students with relatively equal power.	Rarely	Support, restorative dialogue, and skill building.	Restorative conversation and shared problem-solving.
<b>Harmful Behavior</b>	Conduct (verbal/physical) that causes harm; may be isolated.	Possibly (Based on impact)	Safety plans, follow-up check-ins, and trusted adults.	Education about impact and reflection processes.
<b>Bullying</b>	Behavior that harms/intimidates; often involves a power imbalance.	Often	Safe zones, safe people, and modified transitions.	Counseling, discipline, and restorative behavior monitoring.
<b>Harassment</b>	Behavior connected to a protected characteristic creating a hostile environment.	Yes	Identity-affirming support and affinity groups.	Sensitivity/bias education and firm limits.
<b>Discrimination</b>	Denial of equitable treatment based on a protected characteristic.	Yes	Restoration of access and advocacy.	Corrective action and compliance response.
<b>Retaliation</b>	Adverse action taken in response to reporting a complaint.	Yes	Immediate protection and stay-away agreements.	Immediate corrective action and cessation directives.

## Guiding Principles for Administration



**Unique Context**  
Every situation must be considered within its specific context and district procedures while following these general directions.



**Restorative Justice**  
Prioritize the restoration of the learning environment over purely punitive measures to ensure long-term safety.



**Documentation is Vital**  
Administrators must maintain clear, formal records of all reported incidents and the support provided to every party involved.

NotebookLM