

A Safe Place to Learn

Preventing Sexual Harassment



The Board of Education is committed to maintaining a learning environment free from harassment, intimidation, or insult.

The school district will not tolerate

- discrimination in any form
- behavior which harasses, insults, degrades, or stereotypes any person on the basis of

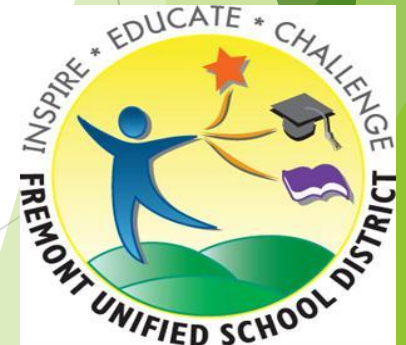
race, color, national origin,
ethnicity, religion, marital status,
age, gender, disability, or
sexual orientation.

Sexual harassment constitutes a violation of the California Education Code, Section 212.6 and 48900.2, as well as Federal law, Section 703 of Title VII.

As such, sexual harassment may constitute just cause for disciplinary action against pupils committing such an offense.

The Board shall not tolerate the sexual harassment of any student by any other student or any district employee.

Any student who engages in the sexual harassment of anyone in the school setting, preschool to adult, may be subject to disciplinary action up to and including expulsion.



What is Sexual Harassment?

Sexual harassment is defined as

- ▶ unwelcome sexual advances
- ▶ requests for sexual favors
- ▶ other verbal, visual, or physical conduct of a sexual nature

made by someone from or in the educational setting
(all students, preschool to adults).

Sexual Harassment may occur

Student
to

Staff

Student

Male

to

to

to

to

Student

Student

Adult

Male

Female

Male

Female

to

to

to

Female

Female

Male

SEXUAL HARASSMENT CAN HAPPEN TO ANYONE

SEXUAL HARASSMENT may include, but is not limited to, one or more of the following:

- Questioning one's sexual behavior
- Repeating sexually oriented jokes
- Displaying sexually suggestive pictures or objects
- Pinching, touching, grabbing, fondling, kissing, purposely bumping someone
- Writing obscene graffiti
- Making sexually explicit demands of someone

Other Types of Prohibited Conduct that may Constitute Sexual Harassment

- ▶ Leering, staring, flirtation, or sexual propositions
- ▶ Sexual slurs, epithets, threats, verbal abuse, derogatory comments, or degrading descriptions of a sexual nature
- ▶ Graphic verbal comments about an individual's body or personal conversation of a sexual nature.
- ▶ Jokes, stories, drawings, pictures, or gestures of a sexual nature
- ▶ Spreading rumors of a sexual nature
- ▶ Touching an individual's body or clothes in a sexual way
- ▶ Cornering or blocking of a sexual nature

Stopping Sexual Harassment

In the moment, **USE YOUR VOICE** to speak up and **MOVE AWAY** from the person harassing you.

- ▶ “This feels like sexual harassment, and I demand that you stop it right now. This behavior is not allowed at our school.”

As soon as it happens, **TELL AN ADULT** that works here on campus (principal, assistant principal, a teacher, office staff) about the situation and that you felt that it was sexual harassment.

The adult that you tell will direct you to **write down the facts** about what happened so that an investigation of the allegation can be completed.

A sexual harassment investigation is both serious and confidential; anyone involved, including witnesses, may not discuss the matter with other students.

Preventing Sexual Harassment

- ▶ Treat others with respect and promote dignity at all times.
- ▶ Engage in appropriate behavior at all times. Avoid inappropriate conversation and behavior of a sexual nature.
- ▶ Speak up for the values of our community by saying our school does not tolerate speech or behavior that harasses others.
- ▶ Report sexual harassment to school staff immediately whether you were the target or a bystander.