



## **SEXUAL HARASSMENT POLICY (ED 48980, BP 5145.7)**

The Governing Board prohibits unlawful sexual harassment of or by any student and/or staff member. Teachers shall discuss this policy with their students in age-appropriate ways and should assure students that they need not endure any form of sexual harassment. Any student who engages in the sexual harassment of anyone in or from the District is subject to disciplinary action up to and including expulsion. Any employee who permits or engages in sexual harassment may be subject to disciplinary action up to and including dismissal. The Board expects students and staff to immediately report incidents of sexual harassment to the principal. Any student who feels that he/she is being harassed should immediately contact the principal. Complaints of sexual harassment can be filed using the Sexual Harassment Report Form.

- 1 The District prohibits retaliatory behavior against any complainant or any participant in the complaint process. Each complaint of sexual harassment shall be promptly investigated in a way that respects the privacy of all parties concerned.
- 2 Prohibited sexual harassment includes, but is not limited to, unwelcome sexual advances, requests for sexual favors, and other verbal, visual or physical conduct of a sexual nature when:

3 Submission to the conduct is explicitly or implicitly made a term or condition of an individual's employment, academic status or progress.

4 Submission to or rejection of the conduct by an individual is used as the basis for academic or employment decisions affecting the individual.

5 The conduct has the purpose or effect of having a negative impact on the individual's academic or work performance, or of creating an intimidating, hostile or offensive educational environment.

6 Submission to or rejection of the conduct by the individual is used as the basis for any decision affecting the individual regarding benefits and services, honors, programs, or activities available at or through the school.

Other types of conduct which are prohibited in the District and which may constitute sexual harassment include:

- 1 Unwelcome leering, sexual flirtations or propositions.
- 2 Unwelcome sexual slurs, epithets, threats, verbal abuse, derogatory comments or sexually degrading descriptions.
- 3 Graphic verbal comments about an individual's body, or overly personal conversation.
- 4 Sexual jokes, stories, drawings, pictures or gestures.
- 5 Spreading sexual rumors.
- 6 Teasing or sexual remarks about students enrolled in a predominantly single-sex class.
- 7 Touching an individual's body or clothes in a sexual way.
- 8 Purposefully limiting a student's access to educational tools.
- 9 Cornering or blocking of normal movements.
- 10 Displaying sexually suggestive objects in the educational environment.

- 11 Any act of retaliation against an individual who reports violation of the District's sexual harassment policy or who participates in the investigation of a sexual harassment complaint.

The principal shall take the appropriate actions to reinforce the District's sexual harassment policy. These actions may include:

- 1 Removing vulgar and/or offensive graffiti.
- 2 Providing staff in-service and student instruction or counseling.

Taking appropriate disciplinary action as needed.