

District Policy Prohibiting Discrimination/Harassment/Intimidation/Bullying of Students

The Elk Grove Unified School District prohibits discrimination against, nor will it tolerate the intimidation, harassment or bullying of, any student by a student, employee, or any other person from or in the District, on the basis of the student's actual or perceived disability, gender, gender identity, gender expression, nationality, race, ethnicity, color, ancestry, religion, sexual orientation, age, marital or parental status or association with a person or group with one or more of these actual or perceived characteristics. Students who harass, intimidate, or bully other students on the basis of these prohibited bases shall be subject to counseling and appropriate discipline, up to and including expulsion. An employee who permits or engages in such harassment, intimidation and bullying may be subject to disciplinary action, up to and including dismissal. [BP 5145.3 (b)]

The Elk Grove Unified School District has a policy and practice of nondiscrimination in all District programs and activities for all students. The Board shall ensure equal opportunities for students in admission and access to educational programs, guidance and counseling programs, athletic programs, testing procedures, and other activities, regardless of a student's actual or perceived disability, gender, gender identity, gender expression, nationality, race, ethnicity, color, ancestry, religion, sexual orientation, age, marital or parental status, or association with a person or group with one or more of these actual or perceived characteristics. Lack of English language skills will not be a barrier to admission to and participation in career technical education programs or any other District program. School staff and volunteers shall carefully guard against segregation, bias, and stereotyping in instruction, guidance and supervision. Staff shall be on the alert for and immediately responsive to student conduct which may interfere with another student's ability to participate in or benefit from school services, activities or privileges. [BP 5145.3 (a & b)]

The Elk Grove Unified School District also has a specific policy that prohibits bullying based on, among other things, actual or perceived disability, gender, gender identity, gender expression, nationality, race or ethnicity, religion, sexual orientation, or association with a person or group with one or more of these actual or perceived characteristics. [BP 5131.2] For purposes of this policy, bullying is defined as abusive action or conduct, which can be physical, verbal, written, psychological or sexual in nature. Examples of bullying in these different forms include but are not limited to:

- **Physical: hitting, kicking, spitting, and pushing;**
- **Verbal or Written: teasing, threatening, and name-calling;**
- **Psychological: social isolation, manipulation, spreading rumors, and intimidating; and/or**
- **Sexual: touching, assault, exhibitionism and many of the actions listed above.**

Sexual Harassment Policy

The Elk Grove Unified School District prohibits unlawful sexual harassment of any student by any student, employee, or other person from or in the District. Any student who engages in the sexual harassment of any person from or in the District may be subject to disciplinary action, up to and including expulsion. Any employee who permits or engages in sexual harassment may be subject to appropriate disciplinary action up to and including dismissal. [BP 5145.7 (a)]

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 such as:

- **Unwelcome leering, sexual flirtations or propositions;**
- **Unwelcome sexual slurs, epithets, threats, verbal abuse, or derogatory comments;**
- **Touching an individual's body or clothes in a sexual way;**
- **Displaying sexually suggestive objects in the educational environment.**

Reporting Procedures

Any student who feels that he or she or another student in the District is being unlawfully discriminated against, harassed, intimidated or bullied by any student, employee, or other person from or in the District should immediately notify school staff or an administrator such as the principal or a vice principal so that the concern can be investigated and addressed. A student or parent may also file a written complaint in accordance with the District's Uniform Complaint Procedures. [BP & AR 1312.3, BP 5131.2, and BP 5145.3] The District prohibits retaliatory behavior against any person filing a complaint or any participant or witness in the complaint process. Each complaint will be fully investigated in a way that respects the privacy of all parties concerned, and appropriate action will be taken to remedy a finding of discrimination, harassment, intimidation or bullying.

Additional Information

Additional information about these policies, your rights and responsibilities, or about how to file a complaint regarding alleged discrimination, harassment, intimidation or bullying can be obtained by contacting the Title IX and Nondiscrimination Coordinators for student discrimination complaints that include either the Associate Superintendent, PreK-6 Education, (916) 686-7704, or Associate Superintendent, Secondary Education, (916) 686-7706, Elk Grove Unified School District, 9510 Elk Grove-Florin Road, Elk Grove, CA 95624, 9510 Elk Grove-Florin Road, Elk Grove, CA 95624.

Copies of the District's policies prohibiting discrimination, harassment (including sexual harassment), intimidation and bullying, and copies of the Uniform Complaint Procedures also are posted on the District's Internet site – www.egusd.net and can be located through the links "Students & Parents" and "District Policies/ Procedures/Notices."

Complaint Policy

Do you have a compliment or a concern?

The Elk Grove Unified School District has confidence in the competence and professionalism of its staff. However, if the school your child attends is not measuring up to your expectations, we would like to know about it. The district encourages free and open communication from individuals and groups within the community regarding compliments, suggestions, questions, and complaints about any part of the school program or any employee of the school district.

To express a compliment about school personnel:

If you would like to share a compliment, you can call a district employee, send a note, or speak to the person directly. You can also contact the person's supervisor or principal, the superintendent, or the Board of Education.

To express a concern about school personnel:

If you have a concern, it helps to bring it to the attention of the correct people. In general, a parent should communicate first with the school and then with the appropriate office in the district administration.

- a) Every effort should be made to resolve a complaint with the employee involved.
- b) If the concern is not resolved with the employee, it should be submitted to the principal in writing.
- c) If the principal cannot resolve the problem, it will be submitted to the associate superintendent responsible for elementary or secondary education.
- d) Concerns not resolved at the associate superintendent level will be submitted to the superintendent.
- e) Concerns may be submitted to the Board of Education if they have not been resolved at other levels. If a parent or community member brings a concern directly to the board or to a board member, the concern will be referred to the superintendent, who will request a written statement of the complaint as a basis for study and possible solutions.

To express a concern about instructional materials:

- a) Most concerns can be resolved informally by your child's teacher or principal. This is always the best place to start.
- b) If a concern cannot be resolved informally, the district has a formal complaint procedure. The first step is to complete a complaint form which is available at every school.
- c) A district committee will then evaluate the questioned material and make a recommendation.
- d) The superintendent is responsible for a final decision on the appropriateness of the questioned material.
- e) If you are not satisfied with this decision, you may take your concerns to the Board of Education.
- f) In some cases, curriculum materials are approved by the county or the state. If such materials are challenged, the district may forward the complaint to the appropriate county or state office without taking any action.

Complaint Procedure		
<p>In order to assist parents, students, and members of the community who have concerns related to the programs listed below, a contact person has been designated for each program. In some cases, other staff members may be able to assist you. For more information on the District's complaint procedures, see "Do you have a Compliment or a Concern?" listed above or Board Policy/Administrative Regulation 1312.1 (Complaint Procedures) or 1312.3 (Uniform Complaint Procedures).</p>		
<p>1. Compliance officers responsible for receiving and investigating complaints for specific programs or types of complaints are as follows:</p>		
• Adult Education	Director, Adult Education	686-7717
• Consolidated Categorical Aid Programs	Director, Learning Support Services	686-7712
• Migrant Education	Director, Learning Support Services	686-7712
• Career Technical Education	Director, College and Career Options	422-7709
• Child Care and Development Programs	Associate Superintendent, Elementary Education	686-7704
• Child Nutrition Programs	Director, Food Services	686-7735
• Special Education Programs	Director, Special Education	686-7780
• Discrimination Complaints	Associate Superintendent, Human Resources or designee(s)	686-7795
<p>Submit all complaints to: Elk Grove Unified School District 9510 Elk Grove-Florin Road Elk Grove, CA 95624</p>		
<p>2. The District ensures that all programs comply with applicable federal and state laws and regulations.</p>		
<p>3. In some cases, decisions made by the Elk Grove Unified School District may be appealed to the California Department of Education, or civil law remedies may apply.</p>		