



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

## Nondiscrimination/Harassment/Intimidation/Bullying Policy

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. When providing or arranging for the provision of nonacademic and extracurricular services and activities, the District will ensure that a student with a disability participates with nondisabled persons in such activities and services to the maximum extent appropriate to the needs of the student with a disability in question. The District will provide nonacademic and extracurricular services and activities in such manner as is necessary to afford students with disability an equal opportunity for participation in such services and activities. [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, Elk Grove Unified School District, 9510 Elk Grove-Florin Road, Elk Grove, CA 95624 or Associate Superintendent, Secondary Education, (916) 686-7706, 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](http://www.egusd.net) and can be located through the links "Students & Parents" and "District Policies/ Procedures/Notices."