

# NOTICE OF STUDENT POLICY PROHIBITING SEXUAL HARASSMENT

BP/AR 5145.7 - Sexual Harassment; BP/AR 1312.3 - Uniform Complaint Procedures

The Elk Grove Unified School ("District") prohibits sexual harassment directed toward any student by anyone, at school, or at any school-sponsored or school-related events. The District **strongly encourages** all students to report suspected incidents of sexual harassment to the District's Legal Compliance Specialist or to any school site administrator, even when the potential victim of harassment has not complained. Any employee who receives a report or observes an incident of suspected sexual harassment **shall** notify the District's Legal Compliance Specialist or a school site administrator. The District prohibits retaliatory behavior toward any person who brings forth a complaint of sexual harassment or who is otherwise involved in an investigation into suspected misconduct. All complaints of sexual harassment brought forth by or on behalf of any student will be processed in accordance with District Administrative Regulation ("AR") 1312.3 – Uniform Complaint Procedures, a copy of which is available on the District's website and may be obtained at the front office.

Examples of types of conduct that are prohibited and may constitute sexual harassment, regardless of whether the harassment occurs between people of the same or opposite sex, 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, derogatory posters, notes, stories, cartoons, drawings, pictures, obscene gestures, or computer-generated images of a sexual nature
5. Spreading sexual rumors
6. Teasing or sexual remarks about students enrolled in a predominantly single-sex class
7. Massaging, grabbing, fondling, stroking, or brushing the body
8. Touching an individual's body or clothes in a sexual way
9. Impeding or blocking movements or any physical interference with school activities when directed at an individual on the basis of sex
10. Displaying sexually suggestive objects
11. Sexual violence, including sexual assault, sexual battery, or sexual coercion
12. Electronic communications, such as through social media or text messaging, that contain comments, words, or images described above

## To Report a Complaint of Sexual Harassment or Obtain Additional Information Related to this Posting, You May Contact the Below or Any School Site Administrator:

**Kanitra Lopez, Legal Compliance Specialist, Human Resources      T: (916) 686-7793      E: TitleIX@egusd.net**

Any Student Reporting Incidents of Sexual Harassment (Complainant and/or Victim):

- Has the right to file a formal written complaint with the District.
- Will be provided support services by the District/school site upon receipt of their complaint, which may include counseling, academic support services, and/or a "no contact" order.
- May agree to engage in procedures to informally resolve their complaint, as appropriate under AR 1312.3.
- Will be given the opportunity to explain and provide evidence related to their complaint.
- Will receive notice of the outcome of their complaint, as described in AR 1312.3.
- Will receive information about how to appeal the outcome their complaint to the California Department of Education, should they disagree with it, as described in AR 1312.3.
- May file their complaint directly with the US Department of Education, Office for Civil Rights.

The Individual Named in the Complaint (Respondent/Alleged Offender):

- Will be informed of the claims brought forth against them.
- Will be provided support services by the District/school site, while any complaint is pending against them, which may include counseling, academic support services, and/or a "no contact" order.
- May agree to engage in procedures to informally resolve the complaint brought forth against them, as appropriate under AR 1312.3.
- Will be given the opportunity to respond to and provide evidence related to the complaint.
- Will receive notice of the outcome of the complaint brought forth against them, as described in AR 1312.3.

The District/School Site:

- Will report complaints of sexual harassment to the District's Legal Compliance Specialist or designee for processing. The designee will initiate an investigation into the complaint. At the conclusion of the investigation, the designee will issue notice of the outcome to the Complainant/Victim and Respondent/Alleged Offender, in accordance with AR 1312.3.
- Will assist in providing support services for the Complainant/Victim and Respondent/Alleged Offender while any complaint is pending.
- Will keep all complaints and allegations of sexual harassment confidential, except as necessary to carry out the investigation or take other subsequent necessary action.
- Will implement appropriate corrective actions in cases there has been a violation of District policy.