

Sexual Harassment EC §212.5, §231.5 & §45980 (g): Unlawful sexual harassment of any student by an employee, student or other person at school or any school-related activity is prohibited. Students need not endure, for any reason any harassment that impairs the educational environment or a student's emotional well-being. The sexual harassment policy states: "Sexual harassment is unwelcome sexual advances, requests for sexual favors, and other verbal, visual, or physical contact of a sexual nature made by someone from or in the work or education setting." Any student who engages in the sexual harassment of anyone at school or a school-related activity shall be subject to disciplinary action that may include suspension and/or expulsion. The District will take appropriate disciplinary action against all employees or students found to have engaged in sexual harassment.

Forms of sexual harassment include but are not limited to the following:

1. Oral harassment such as derogatory comments, jokes, or slurs;
2. Physical harassment such as unnecessary, unwelcome or offensive touching, or impeding or blocking movement;
3. Visual harassment such as derogatory or offensive posters, cards, cartoons, graffiti, drawings, or gestures; and
4. Unwelcome sexual advances, requests, or demands for sexual favors, and other oral or physical conduct of a sexual nature.

Any student wishing to make a complaint of sexual harassment should immediately report it to any administrator, counselor or call the Director of Human Resources at (925) 280-3900, ext 6622. A student making a complaint of sexual harassment shall not suffer any reprisal for doing so. The District will promptly and thoroughly investigate all complaints of sexual harassment and take immediate and appropriate action to resolve such complaints. The Uniform Complaint procedure of the District will be followed [(*Board Policy 5145.7 (b)*)].

Copies of the complete Board Policy and Administrative Regulations are available at each school site (*BP 5145.7, AR 5145.7*).