SACRAMENTO CITY UNIFIED SCHOOL DISTRICT BOARD OF EDUCATION

Agenda Item 10.1s

Meeting Date: October 18, 2018

Subject: Approve Board Policy (BP) 5145.7 Sexual Harassment Revisions

Information Item Only Approval on Consent Agenda Conference (for discussion only) Conference/First Reading (Action Anticipated: _____) Conference/Action the harassed student has not complained.

The Superintendent through the District Title IX Compliance Offsteril take appropriate actions to reinforce the District's sexual harassment policy.

Prohibited sexual harassment includes, but is not limited to, sexual violence, unwelcome sexual advances, requests for sexual favors, and other verbal, visual or physical conduct of a sexual nature made against another person of the same or opposite sex in the educational setting, under any of the following conditions: (Education Code 212.5; 5 CCR 4916)

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

2. Submission to or reption of the conduct by an individual is used as the basis for academic decisions affecting the individual.

3. The conduct has the purpose or effect of having a negative impact on the individual's academic performance, or of creating an intimidatingtilleosr offensive educational environment. The conduct is sufficiently severe, persistent, pervasive or objectively offensive, so as to cret (I)-2(st)-2(e)4(h)4(h)4(h)uel0 12 72 433.2 Tm [(a)4(s)-15mhh

5. Spreading sexual rumors

6. Teasing or sexual remarks about students enrolled in a predominantlyssinglass

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 megender identity of expression

10. Displaying sexually suggestive objects

11. Sexual assault, sexual battery, sexualence, or sexual coercion

12. Electronic communications containing comments, words, or images described above

Any prohibited conduct that occurs off campuarodoutside of schoolhatcts

Upon verifying that sexual harassment occurred, **they** ensure that appropriate action is promptly taken to end the harassment, assisting effects on the person subjected to the harassment, and prevent any further instances of the harassment. In addition, the student may file a formal complaint with the <u>Superintendent or designistrict's Title IX Compliance</u> <u>Officer</u> in accordance whitthe <u>districtDistrict's Uniform Ceomplaint Procedures</u>.

(cf. 1312.3 -Uniform Complaint Procedures)

The District's Title IX Compliance Offices hall maintain a record of all reported cases of sexual harassment to enable the strict to monitor, address, and prevent repetitive harassing behavior in District schools.

(cf. 3580 -District Records)

Legal Reference: EDUCATION CODE 200-262.4 Prohibition of digrimination on the basis of sex 200-240 Prohibition of discrimination on the basis of sex, especially: Revised Sexual Harassment Guidance: Harassment of Students by School Employees, Other Students, or Third Parties, January 2001 WEB SITES CSBA: http://www.csba.org California Department of Educatiohttp://www.cde.ca.gov U.S. Department of Education, Office for Civil Rights:

Sacramento City USD Board Policy

Sexual Harassment

BP 5145.7 Students

The Governing Board is committed to maintaining a safe learning environment that is free of harassment discrimination. The Board prohibits school or at school or at school or school related activities, sexual harassment targeted at any student by any plassed and also prohibits retaliatory behavior or action against any person who submitted provides plaint or testifies about, or otherwise suppts a complainant in alleging sexual harassment.

The District strongly encourages any student who feels that they are being **behavee**xually harassed on school grounds or at a sebpohsored or school activity by anothestudent or an adul, or who haveexperienced of campussexual harassment/oline/social mediaactivity and/or sexual violence that has a continuing effect on campus, to immediately contact the principal, or any other available school employee. Any district employee who receives a report or observes an incident of sexual harassment shall notify the principalite Designated Title IX Administrator a District Title IX Compliance Officer shall take the steps to promptly investigate and address the allegation, as specified in the accompanying administrative regulation and sitepersonnel shall take immediate steps to intervene when safe to do so when she or he witnesses an act of discrimination, harassment, intimidation, retaliation, and/ullying. While the district has promulgated a written complaint form, there is no requir

harassment, shall be investigated and prompt action shall be taken to stop any harassment, prevent recurrence, and address any continuing effect on students

6. Information abouthe District's procedure for investigating complaints and the person(s) to whom a report of sexual harassment should be;made

7. Information about the rights of students and parents/guardians to file a civil or criminal complaint, as applicable, including the right to file a civil or criminal complaint while the District investigation of a sexual harassment complaint is ongaind

8. A clear message that, when needed, the District will take interim measures to ensure a safe school environment for **audent** who is the complainant or victim of sexual harassment and/or other students during an investigation and that, to the extent possible, when such interim measures are taken, they shall not disadvantage the complainant or victim of the alleged harassmetn

The District Title IX Compliance Officer shall receive training and shall oversee appropriate trainings for District staff, including management as well as certificated andentificated staff. Each Site Designated Title IX Administrator shall receive initialognoming training as appropriate to carry out their duties.

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