

Regulation 5145.7: Sexual Harassment

Status: ADOPTED

Original Adopted Date: 10/27/1993 | **Last Revised Date:** 03/17/2021

~~Title IX Coordinator/Uniform Complaint Procedure (UCP) Compliance Officer~~

~~The District designates the following individual as the responsible employee to coordinate its efforts to comply with Title IX of the Education Amendments of 1972, as well as to investigate and resolve sexual harassment complaints under AR 1312.3, Uniform Complaint Procedures. The Title IX Coordinator/UCP Compliance Officer may be contacted at:~~

~~Dr. Mariane Doyle
Director of Human Resources and Equity Services
William S. Hart Union High School District
21380 Centre Pointe Parkway
Santa Clarita, CA 91350
Phone: (661) 259-0033
Email: UCP@hartDistrict.org
(cf. 1312.3 – Uniform Complaint Procedures)~~

~~Prohibited Conduct~~

~~Definitions~~

~~Prohibited~~ Sexual harassment includes, but is not limited to, unwelcome sexual advances, **unwanted** requests for sexual favors, or **other unwanted** verbal, visual, or physical conduct of a sexual nature ~~by~~ **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 a student's academic status or progress.
2. Submission to or rejection of the conduct by a student *is* used as the basis for academic decisions affecting the student.
3. The conduct has the purpose or effect of having a negative impact on the student's academic performance or of creating an intimidating, hostile, or offensive educational environment.
4. Submission to or rejection of the conduct by the student is used as the basis for any decision affecting the student regarding benefits and services, honors, programs, or activities available at or through any District program or activity.

Any prohibited conduct that occurs off campus or outside of school-related or school-sponsored programs or activities will be regarded as sexual harassment in violation of District policy if it has a continuing effect on or creates a hostile school environment for the complainant or victim of the

conduct.

For purposes of applying the complaint procedures specified in Title IX of the Education Amendments of 1972, sexual harassment is defined as any of the following forms of conduct that occurs in an education program or activity in which a District school exercises substantial control over the context and respondent: (34 CFR 106.30, 106.44)

- 1. A District employee conditioning the provision of a District aid, benefit, or service on the student's participation in unwelcome sexual conduct***
- 2. Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a student equal access to the District's education program or activity***
- 3. Sexual assault, dating violence, domestic violence, or stalking as defined in 20 USC 1092 or 34 USC 12291***

Examples of Sexual Harassment

Examples of types of conduct which are prohibited in the District and which may constitute sexual harassment ***under state and/or federal law, in accordance with the definitions above***, include, but are not limited to:

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 assault, sexual battery, or sexual coercion.
12. Electronic communications containing comments, words, or images described above.

Title IX Coordinator/Compliance Officer

The District designates the following individual(s) as the responsible employee(s) to coordinate its efforts to comply with Title IX of the Education Amendments of 1972 in accordance with AR 5145.71 - Title IX Sexual Harassment Complaint Procedures, as well as to oversee investigate, and/or resolve sexual harassment complaints processed under AR 1312.3 - Uniform Complaint Procedures. The Title IX Coordinator(s) may be contacted at:

Director of Human Resources
21380 Centre Pointe Parkway
Santa Clarita, CA 91350
(661) 259- 0033, extension 316

Prohibited conduct that occurs off campus or outside of school-related or school-sponsored programs or activities will be regarded as sexual harassment in violation of District policy if it has a continuing effect on or creates a hostile school environment for the complainant or victim of the conduct.

Reporting Complaints

Students (or parents/guardians of students) who believe they (or their student) has experienced or witnessed sexual harassment by a student, an employee, or a third party is strongly encouraged to report the incident to the District's Title IX Coordinator/UCP Compliance Officer, a teacher, the principal, or any other available school employee.

Promptly after receiving such a report, the principal or other school employee shall forward the report to the District's Title IX Coordinator/UCP Compliance Officer. All school employees who observe an incident of sexual harassment shall promptly report it to the District's Title IX Coordinator/UCP Compliance Officer and may report it to the principal, regardless of whether the alleged victim files a formal complaint.

When a report of sexual harassment involves off-campus conduct, the Title IX Coordinator/UCP Compliance Officer shall assess whether the conduct may create or contribute to the creation of a hostile school environment. If the Title IX Coordinator/UCP Compliance Officer determines that a hostile environment may be created, the allegations shall be addressed consistent with Uniform Complaint Procedures (AR 1312.3) or Title IX Sexual Harassment Complaint Procedures (AR 5145.71), as applicable.

When a verbal or informal report of sexual harassment is submitted, the Title IX Coordinator/UCP Compliance Officer shall inform the student or parent/guardian of the right to file a formal written complaint in accordance with the applicable District complaint procedures.

Complaint Procedures

All complaints of sexual harassment by and against students shall be processed in accordance with applicable law and District procedures. The Title IX Coordinator/UCP Compliance Officer shall review the allegations to determine the applicable procedure for responding to the complaint. All complaints that meet the definition of sexual harassment under Title IX shall be addressed pursuant to the District's Title IX Sexual Harassment Complaint Procedures (AR 5145.71) and applicable law. Other sexual harassment complaints shall be addressed pursuant to Uniform Complaint Procedures

(AR 1312.3) and applicable law.

Notifications

A copy of the District's sexual harassment policy and regulations shall:

Notifications

The Superintendent or designee shall notify students and parents/guardians that the District does not discriminate on the basis of sex as required by Title IX and that inquiries about the application of Title IX to the District may be referred to the District's Title IX Coordinator and/or to the Assistant Secretary for Civil Rights, U.S. Department of Education. (34 CFR 106.8)

The District shall notify students and parents/guardians of the name or title, office address, email address, and telephone number of the District's Title IX Coordinator. (34 CFR 106.8)

A copy of the District's sexual harassment policy and regulation shall:

1. Be included in the notifications that are sent to parents/guardians at the beginning of each school year— (Education Code 48980; 5 CCR 4917)
2. Be displayed in a prominent location in the main administrative building or other area where notices of District rules, regulations, procedures, and standards of conduct are posted— (Education Code 231.5)
3. Be summarized on a poster which shall be prominently and conspicuously displayed in each bathroom and locker room at each school. The poster may be displayed in public areas that are accessible to and frequented by students, including, but not limited to, classrooms, hallways, gymnasiums, auditoriums, and cafeterias. The poster shall display the rules and procedures for reporting a charge of sexual harassment; the name, phone number, and email address of the Title IX Coordinator and Uniform Complaint Procedure Compliance Officer ***an appropriate school employee*** to contact to report ***a charge of*** sexual harassment; the rights of the reporting student, the complainant, and the respondent; and the responsibilities of the school. (Education Code 231.6)
4. Be posted, ***along with the name or title and contact information of the Title IX Coordinator,*** in a prominent location on the ~~website and social media accounts, as applicable,~~ District's ***web site*** in a manner that is easily accessible to parents/guardians and students. This shall include the name or title, office address, email address, and telephone number of the employee designated as the District's Title IX Coordinator/Uniform Complaint Procedure Compliance Officer. (Education Code ~~236~~***234.6***; 34 CFR 106.8)
5. Be provided as part of any orientation program conducted for new and continuing students at the beginning of each quarter, semester, or summer session— (Education Code 231.5)
6. Appear in any school or District publication that sets forth the school's or District's comprehensive rules, regulations, procedures, and standards of conduct— (Education Code 231.5)

7. Be included, **along with the name or title and contact information of the Title IX Coordinator**, in any handbook provided to students, **or** parents/guardians, ~~employees, or employee organizations.~~ (34 CFR 106.8)

The Superintendent or designee shall also post the definition of sex discrimination and harassment as described in Education Code 230, including the rights set forth in Education Code 221.8, in a prominent location on the District's web site in a manner that is easily accessible to parents/guardians and students. (Education Code 234.6)

Reporting Complaints

A student or parent/guardian who believes that the student has been subjected to sexual harassment by another student, an employee, or a third party or who has witnessed sexual harassment is strongly encouraged to report the incident to a teacher, the principal, the District's Title IX Coordinator, or any other available school employee. Within one school day of receiving such a report, the principal or other school employee shall forward the report to the District's Title IX Coordinator. Any school employee who observes an incident of sexual harassment involving a student shall, within one school day, report the observation to the principal or Title IX Coordinator. The report shall be made regardless of whether the alleged victim files a formal complaint or requests confidentiality.

When a report or complaint of sexual harassment involves off-campus conduct, the Title IX Coordinator shall assess whether the conduct may create or contribute to the creation of a hostile school environment. If the Title IX Coordinator determines that a hostile environment may be created, the complaint shall be investigated and resolved in the same manner as if the prohibited conduct occurred at school.

When a verbal or informal report of sexual harassment is submitted, the Title IX Coordinator shall inform the student or parent/guardian of the right to file a formal written complaint in accordance with applicable District complaint procedures.

Complaint Procedures

All complaints and allegations of sexual harassment by and against students shall be investigated and resolved in accordance with law and District procedures. The Title IX Coordinator shall review the allegations to determine the applicable procedure for responding to the complaint. All complaints that meet the definition of sexual harassment under Title IX shall be investigated and resolved in accordance with AR 5145.71 - Title IX Sexual Harassment Complaint Procedures. Other sexual harassment complaints shall be investigated and resolved pursuant to BP/AR 1312.3 - Uniform Complaint Procedures.

If sexual harassment is found following an investigation, the Title IX Coordinator, or designee in consultation with the Coordinator, shall take prompt action to stop the sexual harassment, prevent recurrence, implement remedies, and address any continuing effects.