

SEXUAL HARASSMENT: GUIDANCE AND SUPPORT

WHAT IS SEXUAL HARASSMENT?

Sexual harassment is defined as unwelcome conduct of a sexual nature that involves the following:

- Physical touch
- Verbal comments or sounds
- Leering or staring in a suggestive manner
- Written or electronic communications
- Rumor and gossip

Remember, sexual harassment can occur with any individual of the same or opposite sex.

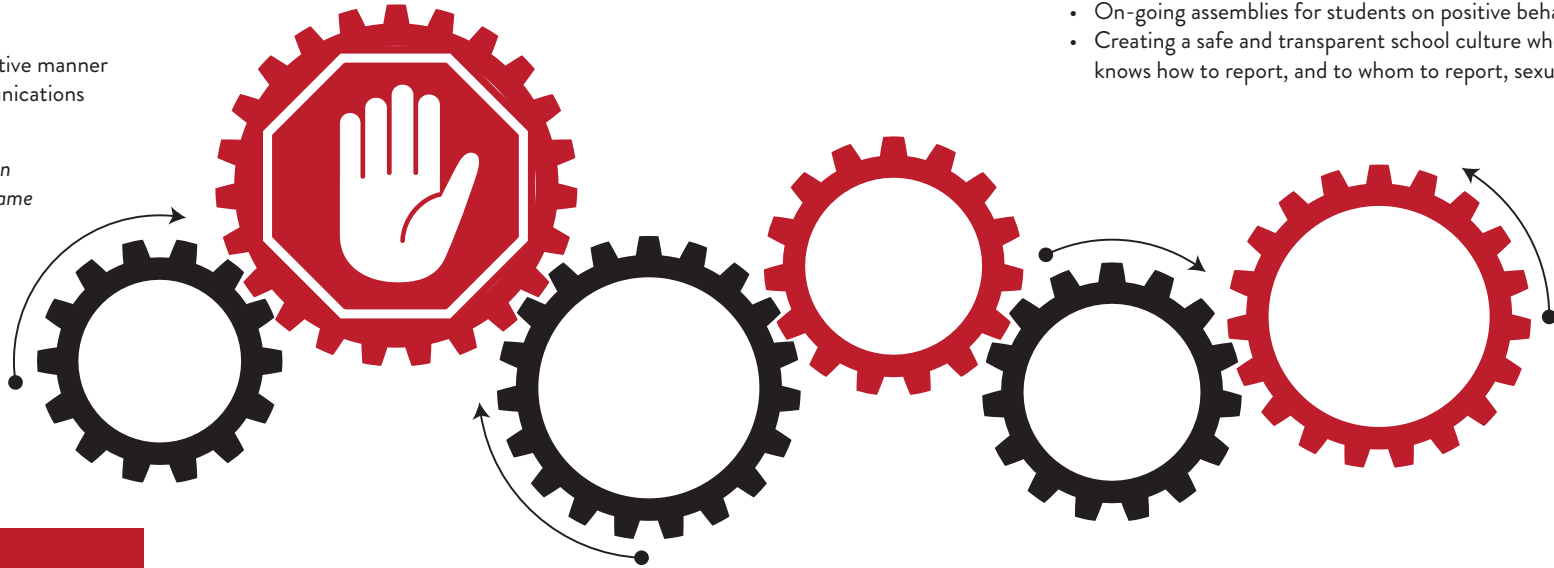
SEXUAL HARASSMENT UNDER STATE LAW & UCP

Definition of sexual harassment under state law

- Unwelcome conduct
- Conduct of a sexual nature
- Conduct that is objectively offensive to a reasonable person with similar characteristics.
- Conduct that is severe, persistent or pervasive.
- Interferes with the individual's ability to participate in, or benefit from, the programs, services, activities, or benefits provided by the District.

SCHOOL-SITE ADMINISTRATORS

- Have a school climate plan in place for day-to-day routines, activities, and special events.
- Work closely with security personnel to identify areas on campus that require greater supervision.
- On-going sexual harassment training for faculty, staff, and students.
- On-going campaigns on school safety and respectful treatment.
- On-going assemblies for students on positive behavior expectations.
- Creating a safe and transparent school culture where everyone knows how to report, and to whom to report, sexual harassment.



DID YOU KNOW?

- Targeting a student for not conforming to stereotypical gender norms is sexual harassment.
- Targeting a student who is, or perceived as gay, is sexual harassment.
- Targeting a transgender student because he, she or they is asserting their gender identity is sexual harassment.
- Targeting a student because their manner, expression or attire is non-binary, gender fluid, or gender nonconforming is sexual harassment.
- Witnesses of sexual harassment may also feel scared and unsafe, as if they were targets, and may file a UCP as a 'third party target.'
- Sexual harassment is a symptom of sex discrimination, when we treat individuals or groups as inferior, inequitable, and unworthy.

COUNSELORS /TEACHERS / STAFF

- Create safe and welcoming spaces for students to seek help and support.
- Reinforce appropriate behaviors.
- Provide guidance, support, and resources for the targets and accused of sexual harassment.
- Integrate themes of respectful treatment into the curriculum or in classroom discussions.
- Help administrators identify students, with challenging behaviors, who require multi-tiered systems of support.
- Always be on the alert when on supervision duty, in hallways or when passing students.
- Always report student allegations of sexual harassment to the administration. Remember, we are all mandated reporters.

STUDENTS

- Always respect others.
- Know your surroundings.
- Stay near friends.
- Affirmative Consent – Yes means yes.
- Always report sexual harassment to a school official.

PARENTS

- Check in daily with your child.
- Know their whereabouts.
- Know your child's friends.
- Be familiar with school rules.
- Know to whom to report sexual harassment.