

REPORTING SEXUAL HARASSMENT

WHAT IS SEXUAL HARASSMENT?

"Sexual Harassment" is unwelcome sexual advances, requests for sexual favors, and other verbal, visual, or physical conduct of a sexual nature and is a violation of the CA Ed Code, Section 231.6 and 48900.2, as well as Federal Law. Sexual Harassment includes, but is not limited to:

- Questioning one's sexual behavior
- Sexually oriented jokes, pictures, graffiti, or objects
- Graphic verbal comments about someone's body or overly personal conversation
- Making sexually explicit demands of someone
- Spreading sexual rumors
- Teasing or sexual remarks about students enrolled in a predominantly single-sex class
- Touching, massaging, grabbing, fondling, stroking, kissing, brushing the body, or purposely bumping
- Displaying sexually suggestive objects
- Sexual assault, sexual battery, or sexual coercion

IF YOU EXPERIENCE OR WITNESS SEXUAL HARASSMENT

1 TELL SOMEONE

SUSD Title IX Coordinator
SUSD Constituent Services Director
 Enrique Torres 209-933-7000 x2195
 eptorres@stocktonusd.net

SUSD Equity Compliance Officer
 Dr. Israel Gonzalez 209-933-7040 x2729
 igonzalez@stocktonusd.net

SUSD Public Safety Department
 24-hour line 209-933-7085

Or **ANY SUSD Trusted Adult:** Teacher, School Counselor, School Resource Officer, Administrator, or Staff Member

2 RESPONSE

To make sure you are **SAFE** at school, and to connect you to resources including access to mental health counseling, a school site administrator will reach out to you within 24 hours of receiving your report. Be sure to report any additional harassment or retaliatory behavior.

3 INVESTIGATION

An investigation often involves interviewing you and/or other witnesses. In some cases, you may be also offered **RESTORATIVE SERVICES** as part of this process.

4 FOLLOW UP

A plan to ensure your **PRIVACY** and **SAFETY** will be developed. You will be contacted to make sure you feel **SAFE** and **SUPPORTED** at school.

YOU HAVE RIGHTS

Whether you are the person who reports the behavior, are the target/victim of the behavior or are accused of the behavior, you have the right to:

- Be treated with **RESPECT** by district officials
- Have campus **SUPPORT RESOURCES**, including mental health services
- Be **SAFE** at school and free of retaliation
- **DUE PROCESS**, for the victim and accused, which includes: the right to understand allegations under investigation; receive notification that an investigation will be conducted; and receive notification in writing of the outcome or resolution of the complaint
- Participate or refuse to participate, as a victim or the accused, in **CONFLICT RESOLUTION** procedures
- Have the District follow its **PROCEDURES** when hearing a complaint
- **APPEAL** a District's decision to the California Department of Education within 30 days of the decision
- **FILE** a complaint with the U.S. Department of Education's Office of Civil Rights (OCR).

SUSD HAS RESPONSIBILITIES

Sexual harassment complaints by and against students shall be investigated and resolved in accordance with law and district procedures specified in AR 1312.3 - Uniform Complaint Procedures.

Principals are responsible for notifying students and parents/guardians that complaints of sexual harassment can be filed under AR 1312.3 and where to obtain a copy of the procedures.

The District must inform both the reporting party/victim and responding party/accused of the outcome of the investigation and findings.

SEXUAL MISCONDUCT IS EVERYONE'S ISSUE

LEARN MORE AT [HTTPS://WWW.STOCKTONUSD.NET/PAGE/16086](https://www.stocktonusd.net/page/16086)