

# 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  
Sharon Womble 209-933-7000 x2195  
swomble@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/DOMAIN/5734](https://www.stocktonusd.net/domain/5734)