

## LAKE TAHOE UNIFIED SCHOOL DISTRICT

### Sexual Harassment Policy

The Governing Board is committed to maintaining a school environment that is free from harassment. The Board prohibits sexual harassment and harassment based on sexual orientation of any student by another student, an employee or other person, at school or at a school-sponsored or school-related activity. "Sexual Harassment" means any unwelcome sexual advance, unwelcome requests for sexual favors, or other unwelcome verbal, visual, or physical conduct of a sexual nature made by someone from or in the educational or work setting, whether it occurs between individuals of the same sex or individuals of opposite sexes. The Board also prohibits retaliatory behavior or action against any person who complains, testifies, assists or otherwise participates in the complaint process established in accordance with this policy. Any student who engages in sexual harassment of anyone at school or at a school-sponsored or school-related activity is in violation of this policy and shall be subject to disciplinary action. For students in grades 4 through 12, disciplinary action may include suspension and/or expulsion, provided that in imposing such discipline the entire circumstances of the incident(s) shall be taken into account. Such circumstances shall include but are not limited to: 1) age and maturity of the victim and the perpetrator; 2) pervasiveness of the alleged harassing conduct (i.e., how many times the act(s) occurred, how many individuals were involved, etc.); prior complaints against the perpetrator. The Superintendent or designee shall ensure that all district students receive age-appropriate instruction and information on sexual harassment. Such instruction and information shall include: 1) What acts and behavior constitute sexual harassment, including the fact that sexual harassment could occur between people of the same gender. 2) A clear message that students do not have to endure sexual harassment. Students should be encouraged to report observed instances of sexual harassment, even where the victim of the harassment has not complained. 3) Information about the person(s) to whom a report of sexual harassment should be made. Any student who feels that he/she is being or has been subjected to sexual harassment shall immediately contact a school employee. A school employee to whom a complaint is made shall, within 24 hours of his/her getting the complaint, report it to the principal or designee. Any school employee who observes any incident of sexual harassment on any student shall similarly report his/her observation to the principal or designee, whether or not the victim makes a complaint. If the alleged harasser is the principal or designee, the employee may report the complaint or his/her observation of the incident to the Superintendent or designee who shall investigate the complaint.

The principal or designee to whom a complaint of sexual harassment is reported shall immediately investigate the complaint. Where the principal or designee finds that sexual harassment occurred, he/she shall take prompt, appropriate action to end the harassment and address its effects on the victim. The principal or designee shall also advise the victim of any other remedies that may be available. The principal or designee shall file a report with the Superintendent or designee and refer the matter to law enforcement authorities, where necessary. In addition, the student may file a formal complaint with the Superintendent or designee in accordance with the district's uniform complaint procedures.

The Superintendent or designee shall maintain a record of all reported cases of sexual harassment to enable the district to monitor, address and prevent repetitive harassing behavior in its schools. Information gathered in the course of investigating a sexual harassment complaint shall be kept confidential to the extent possible. Local agencies are required to notify students, employees, and parents of their written policy prohibiting sexual harassment pursuant to Education Code Sections 231.5 and 48980(h), in accordance with Education Code Section 48985. These policies shall include information as to where to obtain specific procedures for reporting charges of sexual harassment and available remedies. Violations/incidents are to be reported to Beth Delacour, Title IX Coordinator, 1021 Al Tahoe Boulevard, SLT, CA 96150. 541-2850. (EC 48900.2, BP 5145.7)