

# **Sacramento City USD**

## **Board Policy**

**Sexual Harassment**

AR 5145.3

**Student**

(cf. [1312.1](#) - Complaints Concerning District Employees)

(cf. [1312.3](#) - Uniform Complaint Procedures)

Any student who feels that he/she has been subjected to unlawful discrimination described above or in district policy is strongly encouraged to immediately contact the compliance officer, principal, or any

Upon receiving a complaint of discrimination, the compliance officer shall immediately investigate the complaint in accordance with the district's uniform complaint procedures specified in AR 1312.3.

(cf. [5141.4](#) - Child Abuse Prevention and Reporting)

#### Investigation of Complaints at School:

1. The principal or designee shall promptly investigate all complaints of discrimination and shall immediately notify the student who is complaining that an investigation will be conducted. As part of the investigation, the principal or designee shall talk individually with:

- a. The student who is complaining
- b. The person accused of discrimination and/or harassment
- c. Witnesses who saw the discrimination and/or harassment take place
- d. Witnesses mentioned as having related information

2. The student who is complaining shall have an opportunity to describe the incident, present witnesses and other evidence of the discrimination and/or harassment, and put his/her complaint in writing.

3. The principal or designee shall discuss the complaint only with the people described above. When necessary to carry out his/her investigation or for other good reasons that apply to the particular situation, the principal or designee also may discuss the complaint with the following persons:

- a. The Superintendent or designee
- b. The parent/guardian of the student who complained
- c. The parent/guardian of the person accused of discrimination and/or harassment
- d. A teacher or staff member whose knowledge of the students involved may help in determining who is telling the truth

6. The principal or designee shall tell the student, and when appropriate their parent or guardian, who complained that s/he has the right to file a formal complaint at any time in accordance with the district's

harassment. The principal or designee shall retain a copy of the report at the school site and forward a copy to the Coordinator for Nondiscrimination.

#### Enforcement

The Superintendent or designee shall take appropriate actions to reinforce the district's nondiscrimination and harassment policies. As needed, these actions may include any of the following:

1. Removing vulgar or offending graffiti

(cf. [5131.5](#) - Vandalism and Graffiti)

2. Providing training to students, staff, and parents/guardians about how to recognize unlawful discrimination and how to respond

3. Disseminating and/or summarizing the district's policy and regulation regarding unlawful discrimination

4. Consistent with the laws regarding the confidentiality



6. At the beginning of each school year, inform school employees that any employee who witnesses any act of unlawful discrimination, including discriminatory harassment, intimidation, or bullying, against a student is required to intervene if it is safe to do so. (Education Code [234.1](#))

7. At the beginning of each school year, inform each principal or designee of the district's responsibility to provide appropriate assistance or resources to protect students' privacy rights and ensure their safety from threatened or potentially discriminatory behavior.

Regulation SACRAMENTO CITY UNIFIED SCHOOL DISTRICT

approved: January 31, 2006 Sacramento, California

revised: March 16, 2015

revised: June 12, 2017