



## ROSEVILLE JOINT UNION HIGH SCHOOL DISTRICT

### Unlawful Harassment in the Workplace/Public Schools

The Roseville Joint Union High School District is committed to providing an educational environment free of unlawful or offensive harassment. The District prohibits, at any district school or school activity, unlawful discrimination, harassment, intimidation, and bullying of any student based on a person's actual or perceived characteristics of race, color, ancestry, nationality, national origin, ethnic group identification, ethnicity, age, religion, marital status, pregnancy, parental status, physical or mental disability, sex, sexual orientation, gender, gender identity, gender expression, genetic information, socioeconomic status, or any legally protected status or association identified in Education Code 200 or 220, Government Code 11135, or Penal Code 422.55, or based on his/her association with a person or group with one or more of these actual or perceived characteristics. All such harassment is unlawful. The District's anti-harassment policy applies to all persons involved in the District's educational environment and prohibits unlawful harassment by any student or any employee of the District, including administrators, supervisors, certificated employees, and classified employees. Violation of this policy by an employee may result in discipline, up to and including discharge, depending on the seriousness of the violation. Violation of this policy by another student may result in discipline, up to and including suspension or expulsion, depending on the nature and seriousness of the violation.

Unlawful harassment because of actual or perceived characteristics of race, color, ancestry, nationality, national origin, ethnic group identification, ethnicity, age, religion, marital status, pregnancy, parental status, physical or mental disability, sex, sexual orientation, gender, gender identity, gender expression, genetic information, socioeconomic status, or any legally protected status or association identified in Education Code 200 or 220, Penal Code 422.55, or Government Code 11135, or based on association with a person or group with one or more of these actual or perceived characteristics or any other protected status includes, but is not limited to:

- Verbal conduct such as derogatory comments, slurs, or unwanted sexual advances, invitations, comments, or epithets;
- Visual conduct such as derogatory posters, photography, cartoons, drawings, or gestures;
- Physical conduct such as assault, unwanted touching, blocking of normal movement, or interfering with the academic performance or progress of a student because of the student's sex or race or any other protected basis;
- Retaliation for having reported, or threatened to report, harassment.

Sexual harassment is defined in the Education Code as unwelcome sexual advances, requests for sexual favors, and other verbal, visual, or physical conduct of a sexual nature, made by someone from or in the work or educational setting, under any of the following conditions:

- Submission to the conduct is explicitly or implicitly made a term or a condition of an individual's academic status or progress.
- Submission to, or rejection of, the conduct by the individual is used as the basis for academic decisions affecting the individual.
- The conduct has the purpose or effect of having a negative impact on the individual's academic performance, or of creating an intimidating, hostile, or offensive educational environment.
- Submission to, or rejection of, the conduct by the individual is used as the basis for any decision affecting the individual regarding benefits and services, honors, programs, or activities available at or through the educational institution.

If a student thinks he or she is being harassed because of his or her sex, race, ancestry, or other protected status, the student should immediately notify the principal or assistant principal. If an employee believes he or she is being harassed because of his or her sex, race, ancestry, or other protected status, the employee should immediately contact his or her supervisor. Complaints may also be filed with Mr. Brad Basham, Assistant Superintendent, Human Resources at (916) 782-8663.

To file a complaint, the student or employee should provide details of the incident(s), the names of the individuals involved, and the names of any witnesses. The complaint should be, but is not required to be, in writing. The complaint should be filed as soon as possible, but at least within six months of the date of the alleged harassment or within six months of the date the student or employee first became aware of the alleged harassment.

The District will immediately undertake an effective, thorough, and objective investigation of the harassment allegations. All complaints and allegations of sexual harassment shall be kept confidential to the extent necessary to carry out the investigation or to take other subsequent necessary actions. This investigation will be completed and a determination regarding the alleged harassment will be made and communicated to the complainant within sixty days after the District receives the complaint.

If the District determines that unlawful harassment has occurred, it will take effective remedial action commensurate with the severity of the offense. Appropriate action will also be taken to deter any future harassment. The District will not retaliate against the student or employee for filing a complaint and will not knowingly permit retaliation by any other district employee or student.

The District encourages all students and employees to report any incidents of harassment forbidden by this policy immediately so that complaints can be resolved quickly and fairly. A student complaint may be filed directly with the State Superintendent of Public Instruction in a variety of circumstances. More information on this complaint process may be obtained from Mr. Brad Basham, Assistant Superintendent, Human Resources, 1750 Cirby Way, Roseville, California, 95661, (916) 782-8663, or from Dr. Denise Herrmann, Superintendent, 1750 Cirby Way, Roseville, California, 95661, (916) 782-8882.

Students should be aware that the U.S. Office of Civil Rights also investigates complaints of harassment on the basis of sex, race, color, national origin, blindness or severely impaired vision, or other protected status in educational programs that receive federal financial assistance. If any student thinks he or she has been harassed or retaliated against for resisting or complaining about harassment, the student may file a complaint with the Office. Information on beginning this complaint process may be obtained from Mr. Brad Basham, Assistant Superintendent, Human Resources at (916) 782-8663 or by contacting the U.S. Office of Civil Rights directly at Centralized Case Management Operations, U.S. Department of Health and Human Services, 200 Independence Avenue S.W., Room 509F HHH Building, Washington, D.C. 20201.

Complaints may also be filed with the Department of Fair Employment and Housing at (800) 884-1684 or the Equal Employment Opportunity Commission at (800) 669-4000.