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3 **STUDENTS**

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5 Sexual Harassment, Sexual Intimidation and Sexual Misconduct

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7 Sexual harassment, sexual intimidation, and sexual misconduct are forms of discrimination and
8 are prohibited. An employee, District agent, or student engages in sexual harassment, sexual
9 intimidation, and sexual misconduct whenever that individual makes unwelcome advances,
10 requests sexual favors, or engages in other verbal, non-verbal, electronic or physical contact or
11 conduct of a sexual or sex-based nature, imposed on the basis of sex, that:

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13 1. Denies, deprives, or limits the provision of educational aid, benefits, services,
14 opportunities, or treatment, or that makes such conduct a condition of a student's
15 academic status; or
16
17 2. Has the purpose or effect of:
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19 a. Substantially interfering with a student's educational environment;
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21 b. Creating an intimidating, hostile, or offensive educational environment;
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23 c. Denying, depriving, or limiting the provision of educational aid, benefits,
24 services, opportunities, or treatment; or
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26 d. Making submission to or rejection of such unwelcome conduct the basis for
27 academic decisions affecting a student.
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29 Sexual harassment, sexual intimidation and sexual misconduct prohibited by this policy includes
30 verbal, electronic, or physical contact or conduct. The terms "intimidating," "hostile,"
31 "misconduct," and "offensive" include conduct that has the effect of humiliation, embarrassment,
32 or discomfort. Examples of sexual harassment, sexual intimidation, and sexual misconduct
33 include but are not limited to unwelcome or forceful physical touching, crude jokes or pictures,
34 discussions of sexual experiences, pressure or requests for sexual activity or favors, intimidation
35 by words, actions, insults, or name calling, teasing related to sexual characteristics, and
36 spreading rumors related to a person's alleged sexual activities. The District will evaluate sexual
37 harassment, sexual intimidation, and sexual misconduct in light of all circumstances.
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39 Students who believe that they may have been sexually harassed, intimidated, or been subjected
40 to sexual misconduct should consult a counselor, teacher, Title IX coordinator, or administrator,
41 who will assist them in the complaint process. Supervisors or teachers who knowingly condone
42 or fail to report or assist a student to take action to remediate such behavior of sexual harassment,
43 intimidation, or misconduct may themselves be subject to discipline. The District will report any
44 suspected child abuse or neglect to proper authorities in accordance with District Policy 5232.
45 The District is authorized to report any violation of this policy to law enforcement that is
46 suspected to be a violation of state or federal criminal laws.

