

## What are disciplinary consequences for students/adults who commit sexual harassment?

- Verbal/Written Warning
- Disciplinary Conference
- Detention
- In-School Suspension
- Class/Schedule Change
- Opportunity Transfer
- Suspension
- Expulsion/Dismissal

Disciplinary consequences depend on the seriousness of the sexual conduct and frequency of such behavior.

Parent(s) of students will be notified of such behavior.

### Who can help you?

Your principal  
or  
Your School Title IX  
Complaint Manager  
or  
Your Local District Title IX  
Coordinator  
or

At the District's central office:

Call or write to:

Deanne Neiman, Director  
Educational Equity Compliance Office  
(District Title IX Coordinator)  
333 South Beaudry Avenue  
Los Angeles, CA 90017

Visit the **Web Site** of the Educational Equity Compliance Office to look up additional related information.

#### Web Site:

<http://www.lausd.k12.ca.us/lausd/offices/eec>

#### Email Address:

[educ-equity@lausd.k12.ca.us](mailto:educ-equity@lausd.k12.ca.us)



## District Mission Statement

*"The teachers, administrators, and staff of the Los Angeles Unified School District believe in the equal worth and dignity of all students and are committed to educating all students to their maximum potential."*

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## Educational Equity Compliance



## Sexual Harassment

## Students Know Your Rights

Title IX of the Education Amendments of 1972

*"No person... shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance."*

Education Code §220

*"No person shall be subjected to discrimination on the basis of sex, gender, sexual orientation..."*

## What is sexual harassment?

### Sexual harassment is...

- unwelcome sexual conduct by other students or school employees that interferes with a student's right to get an education or to participate in school activities. Sexual harassment may be either same-sex or opposite-sex.
- a form of sex discrimination, which is illegal.
- a violation of your civil rights.
- hostile or demeaning conduct targeting someone's sex, sexual orientation, or gender.

### Some examples of conduct that, if unwelcome, could constitute sexual harassment...

#### Physical

- Purposely bumping or hurting someone because of their sex, sexual orientation, or gender
- Pulling up, snapping, pulling down, or grabbing clothing
- Blocking someone's movement, standing too close, or stalking someone
- Unwanted hugging, kissing, touching, grabbing, or pinching

#### Verbal

- Pestering for dates
- Spreading rumors about or rating others
- Making sexually suggestive sounds, whistles, or rude sexual noises
- Using insults, threats, slurs, or sexual jokes that target someone's sex, sexual orientation, or gender

#### Visual

- Displaying pictures, posters, cartoons, drawings, or computer-generated images of a sexual nature
- Writing notes, letters, or graffiti that are sexually explicit
- Making obscene gestures or suggestive body movements that are sexual in nature

### How can you fight sexual harassment?

- Don't harass or encourage those who harass. Remember, "I was only kidding" is not a defense for sexual harassment.
- Give everyone respect. Be sensitive to how others perceive your actions or words.
- If you are harassed, tell the harasser that the conduct offends you and you want it to stop -- if it is safe for you to do so.
- If the harassment does not stop, report it. Ignoring it doesn't stop it.
- Don't be a social spectator. Doing nothing empowers the harasser.
- If a friend or a classmate confides in you about sexual harassment, listen with understanding and support. Encourage that person to report the harassment.

## What can you do if you think you are being sexually harassed?

If you find that any of your rights are being violated, you can do something about it.

**It's your right!**

### Complaint Process

- Take your verbal or written sexual harassment complaint to the school administrator or Title IX complaint manager within **six months** from the date the incident occurred. You have the right to a timely and informal resolution at the school site.
- If you are not satisfied with the school site resolution, you may file a written complaint appeal directly with the Local District's Title IX Coordinator within 15 days of receiving the school site decision. This will begin a formal investigation process that must be completed within 60 days.
- If you are not satisfied with the Local District's response, you may appeal that decision by writing to or calling the Title IX Coordinator in the District's Educational Equity Compliance Office or by contacting the California Department of Education's Gender Equity/Coordinated Compliance Review Coordinator.
- Your complaint will be kept as confidential as possible. Retaliation against someone who files a complaint is not permitted.