

West Contra Costa USD

Administrative Regulation

Sexual And Gender-Based Harassment

AR 4119.11

Personnel

This administrative regulation shall apply to all allegations of sexual harassment involving

3. Unwelcome physical conduct such as massaging, grabbing, fondling, stroking, or brushing the body; touching an individual's body or clothes in a sexual way; cornering, blocking, leaning over, or impeding normal movements

Training

to ensure that remedial measures are taken to correct harassing behavior, including an effective process for investigation of a complaint.

5. The essential elements of the district's anti-

4. The district's complaint process available to the employee
5. The legal remedies and complaint process available through DFEH and the Equal Employment Opportunity Commission (EEOC)
6. Directions on how to contact DFEH and the EEOC
7. The protection against retaliation provided by 2 CCR 11021 for opposing harassment prohibited by law or for filing a complaint with or otherwise participating in an investigation, proceeding, or hearing conducted by DFEH and the EEOC

In addition, the district shall post, in a prominent and accessible location, DFEH's poster on discrimination in employment and the illegality of sexual harassment, and the DFEH poster regarding transgender rights. (Government Code 12950)

Regulation WEST CONTRA COSTA UNIFIED SCHOOL DISTRICT
approved: January 6, 2016 Richmond, California
revised: January 23, 2019