

ADOPTED

06/07/2023

08/20/2008 |

06/07/2023 |

The Governing Board is committed to providing a safe work environment that is free of harassment and intimidation. The Board prohibits sexual harassment against District employees, as well as retaliatory behavior or action against any person who complains, testifies or otherwise participates in the complaint process established for the purpose of this policy.

Sexual harassment may include, but is not limited to, harassment that is based on a person's sex, gender, gender identity, gender expression, sexual orientation or pregnancy, childbirth, or related

shall be investigated or otherwise resolved in accordance with the law and District procedures specified in AR 4030 – Nondiscrimination in Employment. This determination shall be made by the Title IX Coordinator.

(cf. 4030 - Nondiscrimination in Employment)

(cf. 4119.12 - Title IX Sexual Harassment Complaints)

The Superintendent or designee shall take all actions necessary to ensure the prevention of

(cf. 3580 - District Records)

(cf. 4030 - Nondiscrimination in Employment)

(cf. 4119.12 - Title IX Sexual Harassment Complaint Procedures)

200-262.4 Prohibition of discrimination on the basis of sex

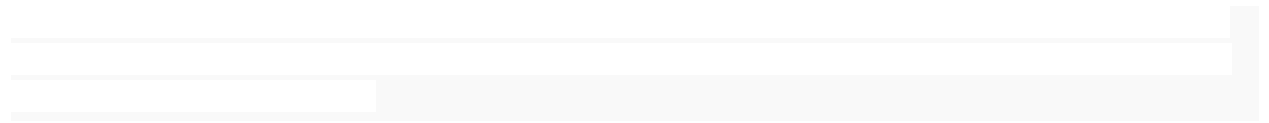
12900-12996 Fair Employment and Housing Act, especially:

12940 Prohibited discrimination

12950 Sexual harassment; distribution of information

12950.1 Sexual harassment training

Equa



34 CFR 106.51-106.61	Nondiscrimination on the basis of sex in employment in education program or activities
42 USC 2000e-2000e-17	Title VII, Civil Rights Act of 1964, as amended
Court Decision	Burlington Industries v. Ellreth, (1998) 118 S.Ct. 2257
Court Decision	Department of Health Services v. Superior Court of California, (2003) 31 Cal.4th 1026
Court Decision	Faragher v. City of Boca Raton, (1998) 118 S.Ct. 2275
Court Decision	Gebser v. Lago Vista Independent School District, (1998) 118 S.Ct. 1989
Court Decision	Meritor Savings Bank, FSB v. Vinson et al., (1986) 447 U.S. 57
Court Decision	Oncale v. Sundowner Offshore Serv. Inc., (1998) 118 S.Ct. 998
U.S. Equal Employment Opportunity Com. Publication	Promising Practices for Preventing Harassment, November 2017
Website	<u>CSBA District and County Office of Education Legal Services</u>
Website	California Civil Rights Department
Website	U.S. Department of Education, Office for Civil Rights
Website	U.S. Equal Employment Opportunity Commission

0410	Nondiscrimination In District Programs And Activities
0450	Comprehensive Safety Plan
1312.3	Uniform Complaint Procedures
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3530	Risk Management/Insurance
3600	Consultants
4030	Nondiscrimination In Employment
4030	Nondiscrimination In Employment
4040	Employee Use Of Technology
4040-E PDF(1)	Employee Use Of Technology
4112.9	Employee Notifications
4118	Dismissal/Suspension/Disciplinary Action

