

Regulation 5145.3: Nondiscrimination/Harassment

Status: ADOPTED

Original Adopted Date: 05/23/2014 | Last Revised Date: 05/15/2023 | Last Reviewed Date: 05/15/2023

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1. The West Contra Costa Board of Education (hereinafter referred to as the Board) recognizes that the District must comply with applicable federal and/or state laws and regulations governing discrimination, harassment, intimidation, and/or bullying. The District shall investigate complaints alleging failure to comply with applicable federal and/or diW , Y' ±&QO HYV

as determined by the Compliance Officer or Designee on a case-by-case basis. The Compliance Officer or designee will inform witnesses and others involved in the resolution process of the importance of maintaining confidentiality.

If a complainant requests that the District not reveal their name or other identifiable information to the alleged perpetrator or that no investigation or disciplinary action be pursued, then the Compliance Officer or designee will inform the complainant that honoring the request may limit the ability to respond effectively, and that the District prohibits retaliation. If the complainant continues to request confidentiality, the Compliance Officer or designee must evaluate the request in the context of its responsibility to provide a safe and nondiscriminatory environment for all students; the Compliance Officer will consider factors such as the seriousness of the alleged harassment, the complainant's age, and whether there have been other harassment complaints about the same individual.

If the Compliance Officer or designee determines that the District can honor the student's confidentiality request, the District will take reasonable steps to respond to the complaint consistent with the request. This may include, for example, increasing monitoring, supervision, or security where the misconduct occurred; providing relevant education for students and employees; counseling the alleged perpetrator if this may be done without indirectly revealing the identity of the complainant; and actions to protect the complainant, such as providing support services, or changing schedules, assignments, or tests.

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intimidation or bullying is found, determine the appropriate remedial action. Remedial action will be designed to end the conduct, prevent its recurrence and address its effects on the student targeted and the broader school community.

Where remedial action includes proposed discipline of an employee, the District's Human Resources Department will give substantial weight to the factual findings, legal conclusions and recommendations of the Compliance Officer or designee in the disciplinary process; consult with the Compliance Officer or designee during the disciplinary process; and inform the Compliance Officer or designee of the final outcome of the disciplinary process.

Examples of appropriate remedial action for harassment, intimidation or bullying include:

- a. Interventions for the individual who engaged in the conduct, such as parent notification, counseling, guidance, education about the impact of the conduct, positive behavior support, referral to a student success team, transfer to alternative programs, denial of participation in extracurricular or co-curricular activities or other privileges, and discipline.
- b. Interventions for the student targeted, such as counseling, academic support, health services, assigning an escort to allow the student to move safely between classes, and instruction on how to report other incidents of harassment or retaliation.
- c. Separating the student targeted and the individual who engaged in the conduct, provided the separation does not penalize the student targeted.
- d. Follow-up inquiries with the student targeted and witnesses to ensure that the conduct has stopped and that they have not experienced any retaliation.
- e. Training or other interventions for the larger school community to ensure that students, staff and parents understand the types of behavior that constitute harassment, intimidation and bullying, that the District does not tolerate it, and how to report it.

The Compliance Officer or designee will contact the student targeted periodically for a reasonable period of time following conclusion of the investigation to determine whether there has been recurrence of the conduct or retaliation, and to assess the effectiveness of the remedial measures.

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- 4331 Staff Development - <https://simbli.eboardsolutions.com/SU/xsmtm0shCslshTTcVYM8pT1tg==>
- 5000 Concepts And Roles - <https://simbli.eboardsolutions.com/SU/tEglVOZR9t1vkkPm3xw9Xw==>
- 5030 Student Wellness - <https://simbli.eboardsolutions.com/SU/yZBNhTn9zdWmMOst9XKBwA==>
- 5111 Admission - <https://simbli.eboardsolutions.com/SU/CvZPyrxqREkE5hffUeqKWw==>
- 5125 Student Records - <https://simbli.eboardsolutions.com/SU/iDwPg9FuBfTzgmJbMkkoDO==>
- 5125 Student Records - <https://simbli.eboardsolutions.com/SU/U4kE2zgdMVIPJYFMUA6RVA==>
- 5125.1 Release Of Directory Information - <https://simbli.eboardsolutions.com/SU/vhSFovnl8cNlslsho73l4Ze8O==>
- 5131 Coaduct - <https://simbli.eboardsolutions.com/SU/7hteKnTueOT1nW4gVUjCjQ==>

- 5145.71 Title IX Sexual Harassment Complaint Procedures -
<https://simbli.eboardsolutions.com/SU/dOGfkpEwPcjQOBNt5WbT4Q>
- 5145.9 Hate-Motivated Behavior -
<https://simbli.eboardsolutions.com/SU/9VqcOFGOvtC93eHXkr8uFg>
- 5146 Married/Pregnant/Parenting Students -
<https://simbli.eboardsolutions.com/SU/YmJslshJcPslsh3ZefYqmjlGdfiw>
- 6142.1 Sexual Health And HIV/AIDS Prevention Instruction -
<https://simbli.eboardsolutions.com/SU/eAplus1OcSE8xpG5pMJfyDMpw>
- 6142.8 Comprehensive Health Education -
<https://simbli.eboardsolutions.com/SU/51jD3XTslsh3lp6JOLqHKxWIA>
- 6143 Courses Of Study -
<https://simbli.eboardsolutions.com/SU/KxhqbsO5qxQJplusDEZxjCndQ>
- 6144 Controversial Issues -
<https://simbli.eboardsolutions.com/SU/wTGAoyyS1lg9S8K8MCaiJw>
- 6145 Extracurricular And Cocurricular Activities -
<https://simbli.eboardsolutions.com/SU/vbMmUulRE4mNN5BvoFhOAg>
- 6145.2 Athletic Competition -
<https://simbli.eboardsolutions.com/SU/NzSssODr4DFgKRGKKbxC5A>
- 6159.4 Behavioral Interventions For Special Education Students -
<https://simbli.eboardsolutions.com/SU/DGdUMrSBwf1T5eXac6NCpw>
- 6159.4 Behavioral Interventions For Special Education Students -
<https://simbli.eboardsolutions.com/SU/4NikODDplpyYFA9E2FvoVg>
- 6163.4 Student Use Of Technology -
<https://simbli.eboardsolutions.com/SU/sYc1GUunbWU43SBERZYebA>
- 6163.4-E PDF(1) Student Use Of Technology -
<https://simbli.eboardsolutions.com/SU/KLJx2mqwfvVfRhclY3IO>
- 6164.2 Guidance/Counseling Services -
<https://simbli.eboardsolutions.com/SU/Uly61SPu3ykXzwhDslsh6lWw>
- 6173.1 Education For Foster Youth -
<https://simbli.eboardsolutions.com/SU/WW8plus8ZVtEzLLpU2ljJS7pg>