

All Personnel

Sexual Harassment

The Board of Education prohibits sexual harassment in the working environment of District employees, interns, volunteers, or applicants by any person in any form.

Employees who permit or engage in such harassment may be subject to disciplinary action up to and including dismissal.

Any employee, intern, volunteer, or applicant for employment who feels that he/she or another individual in the District is being sexually harassed should immediately contact his/her immediate supervisor, principal, other District administrator or the Superintendent or designee to obtain procedures for reporting a complaint. Complaints of sexual harassment shall be filed in accordance with AR 4030 - Nondiscrimination in Employment. An employee may bypass his/her supervisor in filing a complaint where the supervisor is the subject of the complaint.

Any supervisor, principal, or other District administrator who receives a harassment complaint shall promptly notify the Superintendent or designee, who shall ensure that the complaint is appropriately investigated.

The District prohibits retaliatory behavior against any complainant or any participant in the complaint process. All complaints and allegations of sexual harassment shall be kept confidential to the extent necessary to carry out the investigation or to take other subsequent necessary actions.

Legal Reference:

EDUCATION CODE

200-262.4 Prohibition of discrimination on the basis of sex

GOVERNMENT CODE

12900-12996 Fair Employment and Housing Act, especially:

12940 Prohibited discrimination

12950.1 Sexual harassment training

LABOR CODE

1101 Political activities of employees

1102.1 Discrimination: sexual orientation

CODE OF REGULATIONS, TITLE 2

11009 Employment discrimination

11021 Retaliation

11023 Harassment and discrimination prevention and correction

11024 Sexual harassment training and education

11034 Terms, conditions, and privileges of employment

BP 4119.11/4219.11/4319.11(b)

CODE OF REGULATIONS, TITLE 5

4900-4965 Nondiscrimination in elementary and secondary education programs receiving state financial assistance

UNITED STATES CODE, TITLE 42

2000d-2000d-7 Title VI, Civil Rights Act of 1964

2000e-2000e-17 Title VII, Civil Rights Act of 1964, as amended

2000h-2-2000h-6 Title IX, 1972 Education Act Amendments

CODE OF FEDERAL REGULATIONS, TITLE 34

106.9 Dissemination of policy

Adopted: (7-88 11-93 6-06) 8-17

ORANGE UNIFIED SCHOOL DISTRICT
Orange, California