



FREQUENTLY ASKED QUESTIONS

Title IX and Sexual Harassment

What is sexual harassment? Sexual harassment is doing or saying anything sexual that makes someone else feel uncomfortable. This includes name-calling, starting rumors, or making sexual jokes or gestures. It also includes unwanted touch and unwanted communication like sexual comments, texts, or messages on social media.

What are my rights regarding sexual harassment in schools? Title IX of the Education Amendments of 1972 is a federal law prohibiting sexual discrimination in schools. It protects people from sexual discrimination and harassment. Teachers and students have the right to participate in all educational programs and activities without fear of sexual harassment. Faculty, staff, and students all have a duty not to engage in sexual conduct that is obscene or unwanted by others. They also have a right to be protected from such conduct.

What can I do if I am being harassed? People who believe they have been sexually harassed on school grounds or at a school-sponsored or school-related activity by another person, or who have experienced off-campus sexual harassment that has a continuing effect on campus should do either of the following:

- Report the offensive behaviors to a teacher, guidance counselor, school-based therapist or administrator OR
- Report the offensive behaviors to the Title IX Coordinator at the district office: Trudy Gross (email: trudy_gross@fuhds.org)

For more information visit: <https://www.fuhds.org/about-us/general-information/complaint-process-public-input/title-ix>

What happens after sexual harassment has been reported? The Fremont Union High School District (FUHSD) has an obligation to respond to all known allegations of sexual harassment. This means the District must review and appropriately respond to all complaints in accordance with District policy. The District must provide a prompt response, treat everyone fairly and offer supportive measures to all parties. Once you file a complaint, you will receive confirmation it has been received. For those complaints that are investigated, a “preponderance of the evidence” standard will be applied to determine if a violation of District policy occurred. In most cases a written response to your complaint will be provided within 60 days. The District must inform both the reporting party/victim and responding party/accused of the outcome of the investigation and findings.

Could Reporting Sexual Harassment Affect My Academics? Reporting harassment and receiving the support that you need will not affect your academics or other standing at the school. Support will be provided to ensure that you are safe at school and free from retaliation.

Will a School Adult Tell My Parents After I Report Sexual Harassment? The school adult will support you in talking with your parent/guardian. A school-based therapist can provide support as well.

Will the Police Get Involved? Sexual harassment can take different forms and will be addressed by school administration. Police are contacted for incidents that could be criminal such as cyber sexual bullying and assault. You may request a school-based therapist to be with you and provide support when giving your report.

What Do I Do If I See Sexual Harassment Occur? Report sexual harassment that you see because you could help another person. Report the incident to a trusted adult, either verbally or in writing. This person can be an FUHSD teacher, guidance counselor, school-based therapist or administrator.

What Do I Do If A Friend Tells Me They Are Being Sexually Harassed? Your friend has the right to file a complaint. Encourage them to report the incident to a trusted adult, either verbally or in writing. This person can be an FUHSD teacher, guidance counselor, school-based therapist or administrator. You could offer to go with your friend to talk with a trusted adult. You may also choose to stand up for your friend and talk with a trusted adult yourself.

What Are Some Reasons People Who Experience Sexual Harassment Do Not Report It? Sometimes people do not report sexual harassment because they fear that they will not be believed or that there will be retaliation by the person who has harassed them. Part of the reporting and investigation process is ensuring the safety of the person reporting the harassment.