

Sexual Harassment

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What you need to know...

Objective

By the end of the lesson, you will be able to define sexual harassment, discuss what it looks like, and know the steps to safely report harassment so all people involved can get the help and support they need.

FUHSD Community Statement

The Fremont Union High School District is a community where all students should feel safe, welcome and included. We are here to learn and support each other regardless of our differences, regardless of labels.

We can do this by:

- Showing respect for others as individuals by learning and using their preferred names and pronouns
- Providing room for each person to explore their own identities and allowing others to define their own identities and to speak for themselves
- Supporting an atmosphere of learning and growth
- Respecting confidentiality

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 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@fuhsd.org)

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

Responsibility to address Sexual Harassment...

The District has an obligation to respond to all known allegations of sexual harassment.

This could involve a student to student or teacher to student interaction or relationship, but may also be administrator to student, administrator to teacher, and teacher to teacher.

What might sexual harassment look like/sound like?

- Unwelcome leering, sexual flirtations, or propositions
- Unwelcome sexual slurs, epithets, threats, verbal abuse, derogatory comments, or sexually degrading descriptions
- Graphic verbal comments about an individual's body or overly personal conversation
- Sexual jokes, derogatory posters, notes, stories, cartoons, drawing, pictures, obscene gestures, or computer-generated images of a sexual nature
- Spreading sexual rumors
- Teasing or sexual remarks about a student enrolled in a predominantly single-sex class
- Displaying sexually suggestive objects

Consent

Consent is...**permission or a mutual agreement about something.**

Doing something without consent or against another person's will may include force, duress, violence, fear of immediate harm or the person's inability to consent.



Nonconsensual Touching is a form of Sexual Harassment

Nonconsensual Touching means touching another person's intimate part against that person's will.

Touch means direct physical contact or contact through the clothing of either person.

Intimate part includes the breast, groin or buttocks of any person.

Nonconsensual Touching might include...

- Massaging, grabbing, fondling, stroking, or brushing the body
- Touching an individual's body or clothes in a sexual way

Cyber Sexual Bullying is a form of Sexual Harassment

Cyber Sexual Bullying is when one person sends an electronic communication containing sexually explicit comments, words, images or recording to another person (or group of people) that causes the other person to be in fear of harm, have a negative impact on that person's physical or mental health, or have a negative impact on that person's ability to learn or work at school.

Sexual Assault is a form of Sexual Harassment

Sexual Assault is any unwanted sexual contact. This means actual or intentional physical sexual acts against a person without consent.

This includes physical contact like sexual touching or kissing without consent. It also includes visual contact like flashing, showing or sending sexual pictures or movies, taking photos or videos of someone naked, or making someone touch themselves in a sexual way.

Relationships

Unhealthy

- You feel unsafe around your partner
- They say or do hurtful things.
- They expect too much too soon.
- Your relationship lacks healthy communication.
- They show excessive jealousy.

-VS-

Healthy

- Your partner makes you feel safe.
- They support your interests.
- You feel like you can say anything to them.
- Your partner is nurturing and caring.
- They support your friendships and aren't jealous of them.

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.



PROHIBITS

SEXUAL HARASSMENT

DISCRIMINATION

OR ASSAULT

You have rights!

Whether you are the person who reports the behavior, are the target/victim of the behavior or are accused of the behavior, you have the right to:

- Be treated with **RESPECT** by district officials
- Have campus **SUPPORT RESOURCES**, including mental health services
- Be **SAFE** at school and free of retaliation
- **DUE PROCESS**, for the victim and accused, which includes: the right to understand the allegations under investigation; receive notification that an investigation will be conducted; and receive notification in writing of the outcome or resolution of the complaint

You have rights...continued...

Whether you are the person who reports the behavior, are the target/victim of the behavior or are accused of the behavior, you have the right to:

- Participate or refuse to participate, as a victim or the accused, in **CONFLICT RESOLUTION** procedures
- Have the District follow its **PROCEDURES** when hearing a complaint
- **APPEAL** a District's decision to the California Department of Education within 30 days of the decision
- **FILE** a complaint with the U.S. Department of Education's Office of Civil Rights (OCR)

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What happens after sexual harassment has been reported?

FUHSD has an obligation to respond to all known allegations of sexual harassment. This means FUHSD must review and appropriately respond to all complaints. This often includes notifying the involved parties whether the alleged conduct occurred and if the District's policies were violated.

If you experience or witness sexual harassment...

Step 1: Report

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 have the right to file a complaint.

Once you make a report...

Step 2: Response

To make sure you are SAFE at school, and to connect you to resources including access to mental health counseling, a school site administrator will reach out to you within 24 hours of receiving your report. Be sure to report any additional harassment or retaliatory behavior.

What takes place after you report...

Step 3: Investigation

An investigation often involves interviewing you and/or other witnesses. In some cases, you may be also offered restorative services as part of this process.

During/After the investigation...

Step 4: Follow Up

A plan to ensure your privacy and safety will be developed. You'll be contacted to make sure you feel safe and supported at school.

The FUHSD Community

The Fremont Union High School District
is a community where all students should
feel safe, welcome and included.

Completing today's lesson...

Please complete the exit ticket “quiz”.

With this presentation are documents about Frequently Asked Questions regarding the Title IX process, reporting sexual harassment, and our school and community resource card.