

REPORTING SEXUAL HARASSMENT IN FUHSD

WHAT IS SEXUAL HARASSMENT?

Sexual harassment under District policy (BP/AR 5145.7) may include unwelcome sexual advances, requests for sexual favors and other verbal and/or physical conduct of a sexual nature - which can include catcalls, unwanted touching, unwelcome comments or online harassment.

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 allegations under investigation; receive notification that an investigation will be conducted; and receive notification in writing of the outcome or resolution of the complaint
- 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).

FUHSD HAS RESPONSIBILITIES

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. For those complaints that are investigated, a "preponderance of the evidence" standard will be applied to determine if a violation of District policy occurred. Once you file a complaint, you will receive confirmation it has been received. 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.

IF YOU EXPERIENCE OR WITNESS SEXUAL HARASSMENT



Step One: Report

REPORT the incident to a trusted adult, either verbally or in writing. This person can be an FUHSD school resource officer, a teacher, counselor, principal or other administrator. You have the right to file a **COMPLAINT**. To get help and/or file a complaint, contact: **Trudy Gross**, Associate Superintendent, at (408) 522-2203 or trudy_gross@fuhsd.org.



Step Two: 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.



Step Three: 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.



Step Four: Follow Up

A plan to ensure your **PRIVACY** and **SAFETY** will be developed. You will be contacted to make sure you feel **SAFE** and **SUPPORTED** at school.

Learn more at www.fuhsd.org/TitleIX