


Reporting Sexual Harassment



What is Sexual Harassment?

"Sexual Harassment" is unwelcome sexual advances, requests for sexual favors, and other verbal, visual, or physical conduct of a sexual nature and is a violation of the CA Ed Code, Section 212.6 and 48900.2, as well as Federal Law. Sexual Harassment includes, but is not limited to:

- Questioning one's sexual behavior
- Sexually oriented jokes, pictures, graffiti, or objects
- Graphic verbal comments about someone's body or overly personal conversation
- Making sexually explicit demands of someone
- Spreading sexual rumors
- Teasing or sexual remarks about students enrolled in a predominantly single-sex class
- Touching, massaging, grabbing, fondling, stroking, kissing, brushing the body, or purposely bumping
- Displaying sexually suggestive objects
- Sexual assault, sexual battery, or sexual coercion

Actions

- Tell the harasser their words and/or actions are offensive and to STOP.
- Contact and report the incident to staff IMMEDIATELY.
- Avoid being alone with the harasser.
- Record the incident in writing – what, where, when it happened. Save any notes or pictures you receive from the harasser.
- Ask any witnesses to write down what they heard/saw without any help from you or anyone else.

Reporting Harassment

School Site Contact: _____

Phone: _____ | Email: _____

District Contact: Kirsten Zazo, Chief Student Support Officer

Phone: (510) 337-7095 | Email: kzazo@alamedaunified.org

Sexual harassment complaints by and against students shall be investigated and resolved in accordance with law and district procedures specified in AR 1312.3 – Uniform Complaint Procedures. Principals are responsible for notifying students and parent/guardians that complaints of sexual harassment can be filed under AR 1312.3 and where to obtain a copy of the procedures.