



Westminster School District
Westminster, California

DISTRICT POLICY ON DISCRIMINATION, HARASSMENT, INTIMIDATION AND BULLYING

Every student and employee in the Westminster School District is entitled to a safe school and work environment free from discrimination, harassment, intimidation, and bullying. The District prohibits discrimination, harassment, intimidation, and bullying in all District activities, programs, and employment against any person based on actual or perceived gender, gender identity, gender expression, or genetic information, sex, sexual orientation, race, ethnicity, color, ancestry, nationality, national origin, ethnic group identification, age, religion, marital or parental status, pregnancy, physical or mental disability, immigration status, or any other characteristic identified in Education Code sections 200 or 220, Government Code section 11135, or Penal Code section 422.55, or based on association with a person or group with one or more of these actual or perceived characteristics. (5 C.C.R. § 4610.)

The District's policies on discrimination, harassment, intimidation, and bullying can be accessed on the District's website (see Board Policies 0410, 4030, 5145.3). Copies are available in each school office. Such policies provide for the following:

1. The District prohibits bullying including, but not limited to, discrimination, harassment, intimidation, and bullying based on the actual or perceived characteristics set forth in Penal Code section 422.55 and Education Code section 220, including disability, gender, gender identity, gender expression, nationality, race or ethnicity, religion, sexual orientation, physical or mental disability, immigration status, or association with a person or group with one or more of these actual or perceived characteristics. Bullying between students is defined in Education Code section 48900(r).
2. School personnel must immediately intervene, once safe to do so, if they witness an act of discrimination, harassment, intimidation, or bullying.
3. Acts of discrimination, harassment, intimidation, or bullying should be brought to the attention of site administration, a staff member, or the District's Uniform Complaint Officer/Title IX Coordinator: Rich Montgomery, Assistant Superintendent, Human Resources, (714) 894-7311.
4. Complaints may be made anonymously. If there is sufficient corroborating information, an investigation will be conducted.
5. Complaints will be considered confidential, to the extent permitted by law. However, it may be necessary to disclose certain information in order to effectively investigate the allegations.
6. The Superintendent or designee maintains a record of verified bullying complaints.
7. Students and employees who violate the District's policies on harassment, intimidation, and bullying may be subject to discipline, including suspension and expulsion.
8. Students and employees who violate the District's policies on discrimination shall be subject to discipline, including suspension and expulsion.

The District prohibits retaliation against individuals who make complaints or provide information related to such complaints.