Fontana Unified School District
Grades 3, 4, and 5
SEXUAL HARASSMENT POLICY: YOUNGER STUDENTS

The laws say that a copy of the school district s written rules on sexual harassment will be given to students annually as part of any orientation program at the beginning of a quarter, semester, summer school session, or when they enroll in school.

The Fontana Unified School District (District) requires each school to be a place that promotes learning and is free of sexual harassment or bullying. Some examples of sexual harassment or bullying are: Calling someone a bad name; Groping, pinching, grabbing a boy or girl s private parts, legs or any other body part; Pulling down someone s pants, or flipping up a girl s skirt, undoing zippers, buttons, tearing or pulling at clothes; Standing in someone s way on purpose, bumping into someone on purpose, rubbing against someone, hugging, or kissing when told not to by another student. Other examples are: dirty jokes, name calling, naughty pictures, whistling, rude noises, cuss words, mean or rude remarks about another person s body or clothes, staring at someone, mocking another student, nasty hand or finger gestures, exposing your private parts or those of another student to another person. Harassing or bullying behavior is done on purpose, is not an accident, and does not stop even when someone asks that it be stopped. This harassing or bullying conduct is not allowed at our schools. All harassing or bullying actions and behaviors will be considered unwelcomed (not asked for or unwanted) for all 3rd, 4th, and 5th grade students by school administration.

As used in School District Rules, sexual harassment means unwelcomed sexual advances, requests for sexual favors, and other verbal, visual, or physical conduct of a sexual nature, made by adult or student at school. Bullying means to hurt, frighten, threaten, or terrorize someone who is smaller, weaker, or unable to defend himself or herself from the bully s conduct. District Policy requires everyone to be treated fairly and with respect.

Sexual harassment and bullying are against the law. Violation of School Policy will constitute just and reasonable cause for disciplinary action. Specific disciplinary action shall be related to the severity of the incident and/or the degree to which repeated incidents have occurred. Such disciplinary actions may include, but are not limited to, verbal warnings, suspension or expulsion from school.

In deciding whether alleged conduct constitutes sexual harassment or bullying, the reasonable victim standard will be applied.

Any student of the District who believes that he or she has been subjected to sexual harassment or bullying, or any student who observes sexual harassment or bullying should, as soon as you can, tell a teacher, counselor, assistant principal or principal about what happened. The name of anyone who tells about what he/she saw or heard will be kept confidential to the greatest extent possible. The School District will not allow any retaliation, or getting-back at the student who told school authorities about the harassing or bullying behavior by the perpetrator.

Title IX Coordinator: For complaints involving sexual harassment or bullying the Title IX Coordinator is the Assistant Director, Child Welfare and Attendance, 9680 Citrus Avenue, Building #12, Fontana, CA 92335, telephone 357-5000, ext 7095.

Complaint Procedure and Resolution Procedures:

School Site Level: All students who believe they have been the targets of sexual harassment or bullying should tell the person to stop. If this does not work or you are afraid to tell them to stop, you should go see a principal, teacher, teacher s aide or any other adult right a way.

Investigation of Complaints at School (Site-Level Complaint Procedure)

The principal or designee shall promptly investigate all complaints of sexual harassment or bullying by or on behalf of a student against any student, employee or other party.

The principal or designee is responsible to immediately notify the Title IX Officer (Human Resources Office) of any complaint alleging sexual harassment by any employee. The Coordinator, Child Welfare and Attendance (Title IX Officer) shall be immediately notified of all other complaints of sexual harassment by or on behalf of a student.

Formal Complaint Process (Title IX Officer-District Level)

If the matter is not resolved to the satisfaction of the complainant at the site level, the principal or designee shall advise the complainant of their right to submit the matter to a Formal Complaint to the Title IX Officer. The Title IX Officer shall investigate the matter pursuant to the procedures set forth in the Uniform Complaint

The Superintendent or designee shall take appropriate actions to reinforce the district s sexual harassment and anti-bullying policy.

I have read the above policy on Sexual Harassment and Bullying, and instructed my child to observe the Policy.

Date	Student's Name-Please Print	Parent Printed Name	Parent Signature

DISTRIBUTION: White - to student
Canary - to parent(s)
P-43.Eng.4/2002.3pt Pink - to be retained at school site