Definition of Sexual Harassment (CCR Title 5, § 4916)
Sexual harassment encompasses unwelcome sexual advances, requests for favors, or conduct creating a hostile, intimidating, or offensive environment. Key elements include:

- **Quid Pro Quo & Decisions:** Submitting to or rejecting conduct affects academic/employment status, benefits, or services.
- **Hostile Environment:** Conduct (verbal, physical, or visual) that is sufficiently severe, persistent, or pervasive to negatively impact a student or employee.
- **Scope:** Conduct need not be motivated by sexual desire, but often relates to gender, gender identity, or expression, and applies to school-sponsored activities

Sex-Based Discrimination
This includes unequal treatment or opportunity based on sex, gender, or pregnancy within educational programs, including athletic inequities and sexual bullying, such as the unauthorized dissemination of sexually explicit images (Ed. Code § 48900).