

POWAY UNIFIED SCHOOL DISTRICT

**ENSURING A SAFE
AND ORDERLY LEARNING
ENVIRONMENT FOR ALL**

Poway Unified School District is committed to ensuring that all students develop the knowledge, skills, and attitudes essential for success in school and in a diverse society. To meet this goal, we must provide a school climate that is free from harassment and discrimination in any form. Children have the right to flourish in a safe and orderly environment.

This pamphlet is one step in establishing a common core of understanding about what constitutes harassment and about the attitudes, behaviors and responsibilities that must be established to ensure that all students thrive and succeed.

For more detailed information regarding District Policies, please log on to the Poway Unified School District's website:

www.powayusd.com

or contact the District's Title IX
Coordinator at (858) 748-0010, ext. 2014

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POWAY UNIFIED SCHOOL DISTRICT

Policies & Procedures
For Parents

CONCERNING

**HARASSMENT
OF
STUDENTS**



2008 • 2009

HARASSMENT AND INTIMIDATION ARE ILLEGAL

GENERAL HARASSMENT

In the school environment, harassment may include threats, intimidation, slurs, epithets, verbal or physical abuse, and derogatory or degrading comments. Bullying is a serious form of harassment and may include physical, verbal, or exclusionary practices by a student or group of students. Board Policy 5.8.1 and Education Code Section 48900 and 48900.4 specifically prohibit harassment of this nature.

SEXUAL HARASSMENT

Sexual harassment includes a pattern of unwelcome sexual advances, requests for sexual favors, and other unwanted verbal, visual or physical conduct of a sexual nature. A single incident may also be considered sexual harassment depending upon the circumstances. A pamphlet has been provided for students, which describes sexual harassment and identifies differences between flirting and this form of harassment. Board Policy 5.24 and Education Code Section 212.5 specifically prohibit harassment of this nature.

HATE-MOTIVATED BEHAVIOR OR HARASSMENT

Hate-motivated behavior is any act or attempted act against a student or staff member that is motivated all or in part by hostility to the victim's race, ethnicity, sexual orientation, religion or gender. Board Policy 5.28, Education Code Section 48900.3 and 48900.4, and Title VII of the Civil Rights Act of 1964, and the Educational Amendments of 1972 specifically prohibit harassment of this nature.

SPECIFIC HARASSMENT BEHAVIORS THAT ARE NOT TOLERATED IN THE *POWAY UNIFIED SCHOOL DISTRICT* INCLUDE:

- Force or threat of violence through outright actions, intimidation, or bullying.
- Vandalism to personal or District property.
- Comments, gestures, or touches of a sexual nature that are deliberate and unwelcome.
- Negative comments, slurs, or behaviors based on race, ethnicity, sexual orientation, religion, or gender.
- Vulgar letters, notes, posters, or other writings offensive to a specific race, ethnicity, sexual orientation, religion or gender.

WHAT TO DO IF IT HAPPENS TO YOUR SON OR DAUGHTER

Any student who believes he or she has been harassed or discriminated against should immediately inform a parent, teacher, or administrator. The reporting of a complaint will include an oral interview with a site administrator and may include the submittal of a signed, written statement. All complaints must include dates, issues, description of offending action, and names of individuals and witnesses involved. All complaints are confidential and will be reviewed and investigated. Teachers, site administrators, or District staff will conduct interviews for the purpose of gathering factual information about the circumstances, the context, and the nature of the incident so that appropriate measures can be taken.

In the event that a formal complaint is submitted by the parent or guardian, the District's Title IX Coordinator will be notified. Further investigation, as needed, will commence and will result in a written recommendation to resolve the complaint.

If either complainant or respondent feels that the issue has not been resolved satisfactorily, he or she may forward the complaint to the Superintendent of Poway Unified School District. If it is not resolved there, he or she may pursue resolution through the Board of Trustees. Appeal rights also extend to the California Department of Education or civil court. All complaints will be filed and maintained by the District for statistical information. All complainants will be provided with copies of the District's administrative procedures related to harassment or hate-motivated behaviors. (Policies 5.24, 5.28, 3.34)