

LOS ANGELES UNIFIED SCHOOL DISTRICT

# SEXUAL HARASSMENT PREVENTION POLICY

The Los Angeles Unified School District (LAUSD) is committed to providing a working and learning environment free from sexual harassment. The District prohibits sexual harassment of or by employees, students, or persons doing business with or for the District on the basis of actual or perceived sex, sexual orientation, gender, gender identity, gender expression, pregnancy, childbirth, breastfeeding/lactating status and any medical conditions related thereto. Failure to follow this policy is a violation of state and federal law.

Sexual harassment is defined as any unwelcome conduct based on sex, including sexual advances, requests for sexual favors, and any other verbal, visual, or physical conduct of a sexual nature or based on sex made by someone from or in the work or educational setting, under any of the following conditions:

- Submission to the conduct is explicitly or implicitly made a term or a condition of an individual's employment, academic status, or progress.
- Submission to, or rejection of, the conduct by the individual is used as the basis of employment or academic decisions affecting the individual.
- The conduct has the purpose or effect of having a negative impact upon the individual's work or academic performance, or of creating an intimidating, hostile, or offensive work or educational environment.
- Submission to, or rejection of, the conduct by the individual is used as the basis for any decision affecting the individual regarding benefits and services, honors, programs, or activities available at or through the educational institution.

Upon witnessing an act of discrimination, harassment, intimidation, abusive conduct or bullying based on actual or perceived characteristics of a protected category as enumerated above, personnel are required to take immediate steps to intervene when it is safe to do so. Reporting such conduct to an administrator or Title IX/Bullying Complaint Manager can be an appropriate intervention. Once a school or office has express notice of discriminatory, harassing, intimidating, abusive or bullying conduct, whether carried out by employees, students, or third parties, it should take immediate and appropriate steps to investigate or otherwise determine what occurred. Personnel are to take prompt and effective steps reasonably calculated to end the conduct, eliminate a hostile environment, if one has been created, and prevent the conduct from occurring again. These steps should be taken regardless of whether an individual makes a complaint or asks the school or office to take action. This policy applies to all acts related to school activity or school attendance within any school or office under the jurisdiction of the Superintendent of the Los Angeles Unified School District.

Any student or employee of the District who believes that she or he has been a victim of sexual harassment should bring the problem to the attention of the site administrator or the Title IX/Bullying Complaint Manager so that appropriate action may be taken to resolve the problem. The District prohibits retaliatory behavior against anyone who files a sexual harassment complaint or any participant in the complaint investigation process. Complaints must be promptly investigated in a way that respects the privacy of the parties concerned.

**For inquiries about District policies and procedures related to sexual harassment of or by students, including how to file a sexual harassment complaint contact:**

**Educational Equity Compliance Office  
Julie Hall-Panameño, LAUSD Section 504 and Title IX Coordinator  
(213) 241-7682**

**For inquiries or complaints related to employee-to-employee, student-to-employee, or work/employment related discrimination, harassment, intimidation or abusive conduct contact:**

**Equal Opportunity Section  
(213) 241-7685**

**Both offices located at:  
Los Angeles Unified School District  
333 South Beaudry Avenue - 20th Floor  
Los Angeles, CA 90017**