

BOARD POLICY

Harassment on the Basis of an Individual's Sex - Certificated/Classified Employees

The Garden Grove Unified School District is committed to maintaining an educational, employment, and business environment free from harassment on the basis of an individual's sex. The district prohibits any form of sexual harassment of district employees or applicants by any person.

Sexual harassment, as defined and otherwise prohibited by state and federal statutes, constitutes an unlawful form of sex discrimination.

Any employee or applicant for employment who feels that he/she or another individual in the district is being subjected to sexual harassment should immediately contact his/her supervisor, principal, or the assistant superintendent of personnel services, the district Title IX/sexual harassment officer. Employees should report any incidents they may observe even if the harassed employee has not complained. Complaints of sexual harassment shall be filed in accordance with Administrative Regulation 4010.1.

Any supervisor who receives a harassment complaint shall report the complaint to the assistant superintendent of personnel services who will immediately log the complaint and ensure the procedures for reporting and responding to reports of discrimination/harassment are followed.

The district prohibits retaliatory behavior against any complainant or any participant in the complaint process. Information related to a complaint of sexual harassment shall be kept confidential to the extent possible within legal constraints, and individuals involved in the investigation of such a complaint shall not discuss related information outside the investigation process.

Any district employee who engages or participates in prohibited discrimination or harassment, or who aids, abets, incites, compels, or coerces another to engage or attempt to engage in such behavior, shall be in violation of this policy and shall be subject to disciplinary action, up to and including dismissal.

The district encourages complainants to file their alleged charge(s) of sexual harassment with the district. However, complainants are not prohibited from submitting their complaint(s) directly to the Department of Fair Employment and Housing (DFEH). The address and telephone number of the local office of the DFEH is as follows:

Department of Fair Employment and Housing
2101 East 4th St., Suite 225-B
Santa Ana, CA 92705
(714) 558-4266

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Ref: EC Sections 200-231.5
Government Code Sections 12900-12940, et seq.
34 CFR 106.9
Title VII (Civil Rights Act of 1964 as amended, 42 USC §2000(d) (e), et. seq.)
Title IX (Educational Amendments Act of 1972, 42 USC §1681, et seq.)

Adopted: June 1, 1976
Revised: August 27, 1979
Revised: November 20, 1984
Reviewed: March 4, 1986
Revised: April 18, 1989
Revised: May 2, 1989
Revised: May 18, 1993
Reviewed: July 1, 2000
Revised: September 2, 2003
Revised: August 17, 2004
Revised: May 2, 2008
Revised: August 16, 2011
Revised: May 15, 2012