Redlands USD
Board Policy
Sexual Harassment

BP 4119.11, 4219.11, 4319.11
Personnel

The Governing Board prohibits sexual harassment of district employees by anyone, in any
manner, and prohibits retaliatory action or behavior against district employees or other persons
who complain, testify, or otherwise participate in the complaint process established pursuant to
this policy and accompanying administrative regulations. This policy shall apply to all district
employees and, when applicable, to interns, volunteers, and job applicants.

(cf. 0410 – Nondiscrimination in District Programs and Activities)
(cf. 4030 – Nondiscrimination in Employment)

The Superintendent or designee shall take all actions necessary to ensure the prevention,
investigation, and correction of sexual harassment, including but not limited to:

1. Providing training to all staff in accordance with law and administrative regulation.

2. Publicizing and disseminating the district's sexual harassment policy to staff.

(cf. 4112.9/4212.9/4312.9 – Employee Notification)

3. Ensuring prompt, thorough, and fair investigation of complaints

4. Taking timely and appropriate corrective/remedial actions which may require interim
separation of the complainant and the alleged harasser and subsequent monitoring of
developments.

All complaints and allegations of sexual harassment shall be kept confidential to the extent
necessary to carry out the investigation or to take other subsequent necessary actions.
(2 CCR 11023)

Any district employee who feels that he/she has been sexually harassed or who has knowledge of
any incident of sexual harassment by or against another employee shall immediately report the
incident to his/her supervisor, the principal, other district administrator, or Superintendent or
designee. A supervisor, principal, or district administrator who receives a harassment complaint
shall promptly notify the Superintendent or designee. However, an employee may bypass his/her
supervisor in filing a complaint where the supervisor is the subject of the complaint.

Complaints of sexual harassment shall be filed in accordance with AR 4030- Nondiscrimination
in Employment.
Any district employee who engages, or participates in sexual harassment, or who aids, abets, incites, compels, or coerces another to commit sexual harassment in violation of this policy is subject to disciplinary action, up to and including dismissal.

Legal Reference:
EDUCATION CODE
200-262.4  Prohibition of discrimination on the basis of sex
GOVERNMENT CODE
12900-12996  Fair Employment and Housing Act, especially:
12940  Prohibited discrimination
12950.1 Sexual harassment training
LABOR CODE
1101  Political activities of employees
1102.1  Discrimination: sexual orientation
CODE OF REGULATIONS, TITLE 2
11009 Employment discrimination
11021 Retaliation
11023 Harassment and discrimination prevention and correction
11024 Sexual harassment training and education
11034 Terms, conditions, and privileges of employment
CODE OF REGULATIONS, TITLE 5
4900-4965  Nondiscrimination in elementary and secondary education programs receiving state financial assistance
UNITED STATES CODE, TITLE 42
2000d-2000d-7  Title VI, Civil Rights Act of 1964
2000e-2000e-17  Title VII, Civil Rights Act of 1964, as amended
2000h-2-2000h-6  Title IX, 1972 Education Act Amendments
CODE OF FEDERAL REGULATIONS, TITLE 34
106.9  Dissemination of policy
COURT DECISIONS
Department of Health Services v. Superior Court of California, (2003) 31 Cal.4th 1026

Management Resources:
OFFICE OF CIVIL RIGHTS AND NATIONAL ASSOCIATION OF ATTORNEYS GENERAL
Protecting Students from Harassment and Hate Crime, January, 1999
WEB SITES
California Department of Fair Employment and Housing:  http://www.dfeh.ca.gov
U.S. Department of Education, Office for Civil Rights:
http://www.ed.gov/about/offices/list/ocr/index.html

Policy  REDLANDS UNIFIED SCHOOL DISTRICT
adopted:  September 13, 1994    Redlands, California
revised:  September 28, 1999
revised:  October 24, 2017