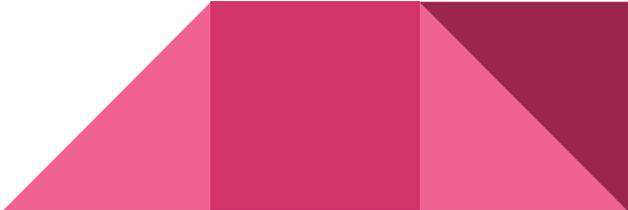


# Sexual Harassment/ Gender Discrimination Prevention

TUHSD Board of Trustees  
August 28,2018

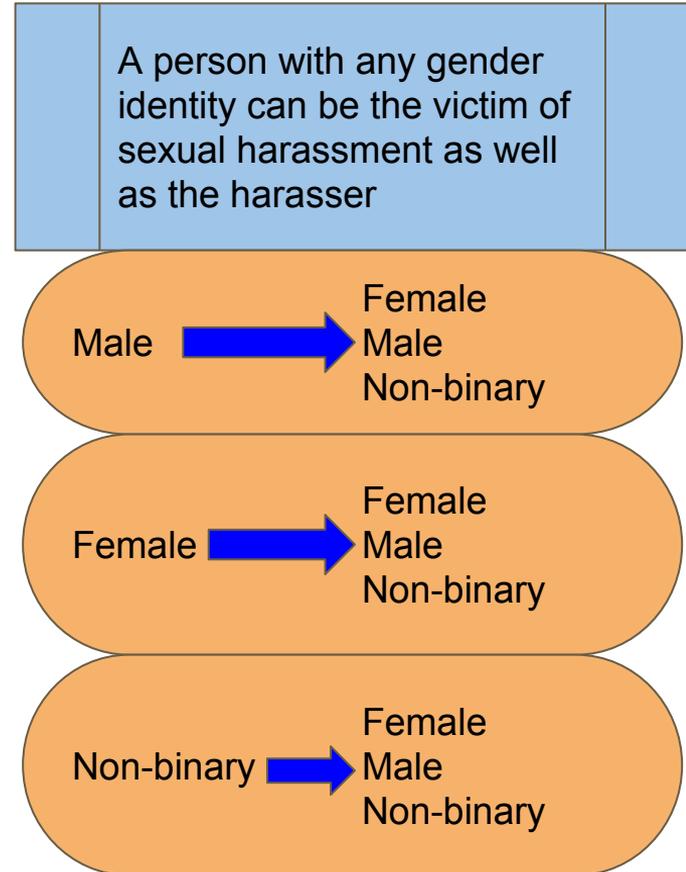
# Overview

- State law require that all adults receive sexual harassment/discrimination prevention training each year
  - As of 2016, California State Law (AB 329) requires that students in grades 7-12 receive training on sexual harassment, affirmative consent, adolescent relationship abuse, intimate partner violence and human trafficking
  - In the spring of 2016, approximately 90% of students in the District participated in a sexual harassment/ discrimination prevention workshop
  - All 12th grade students also participated in affirmative consent workshops
  - The District administered a Title IX survey to all staff in the spring of 2018, approximately 200 staff members responded
- 

# Student Workshop

- Conducted in social studies classrooms between April and June 2018
- Developed collaboratively among social studies, wellness and district office staff with input from social studies department members
- Covered definitions of sexual harassment and gender-based discrimination
- Provided case studies with which students could grapple and discuss in a guided fashion
- Provided opportunity for students to gain clarity and deeper understanding about what constitutes sexual harassment and how to prevent it

## Sample Slide from student workshop



# Keenan Modules

- Meets state mandated requirement for sexual harassment and gender discrimination prevention training
- Updated for this year to include student to staff situations and how to respond to such behaviors
- Makes clear that a complainant does not have to be the intended audience/target for something to be considered sexual harassment
- Identifies various forms of harassment and discrimination



# Additional training for administration team

- Led by Peter Rittling of Dannis, Woliver, Kelley Law Firm
- Covered updates to the law on gender-based discrimination
- Covered why workplace behavior has a higher standard than behavior in private or social spaces
- Shared latest case law around sexual harassment and discrimination based on gender, perceived genders, transgender, physical limitations, age, sexual orientation, race, religion, and other protected classes
- The team reviewed and role-played scenarios from actual occurrences in other school districts

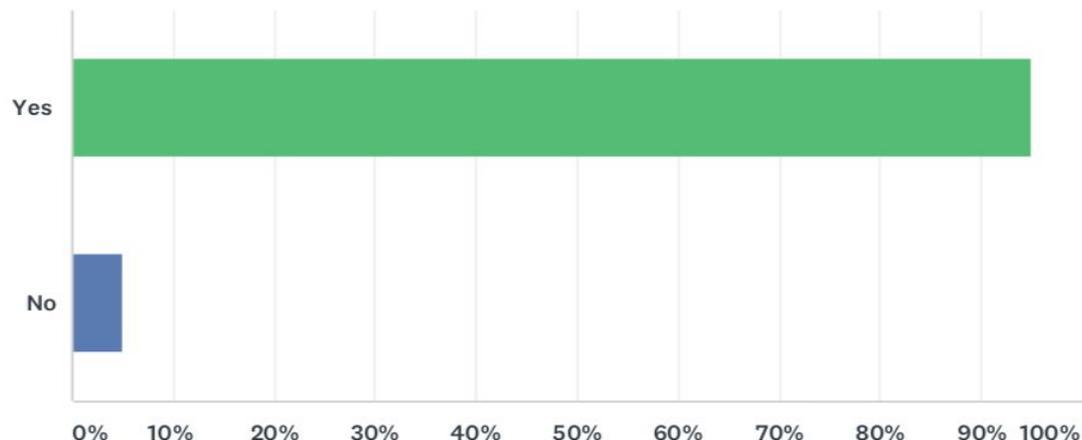


# Title IX Survey Key Takeaways

- Staff would like clear information on how and to whom they can file a complaint
- Nearly 95% of staff who responded said they were aware of the District's sexual harassment policies
- Most staff feel students need sexual harassment training on a regular basis
- About half of the staff members who stated they have filed a complaint felt the response by the District was too slow
- A majority of staff who responded felt that students are not as aware of our sexual harassment policy as they should be

# Q1 Are you aware of the District's policies that prohibit sexual harassment and harassment based on gender, gender identity and sexual orientation?

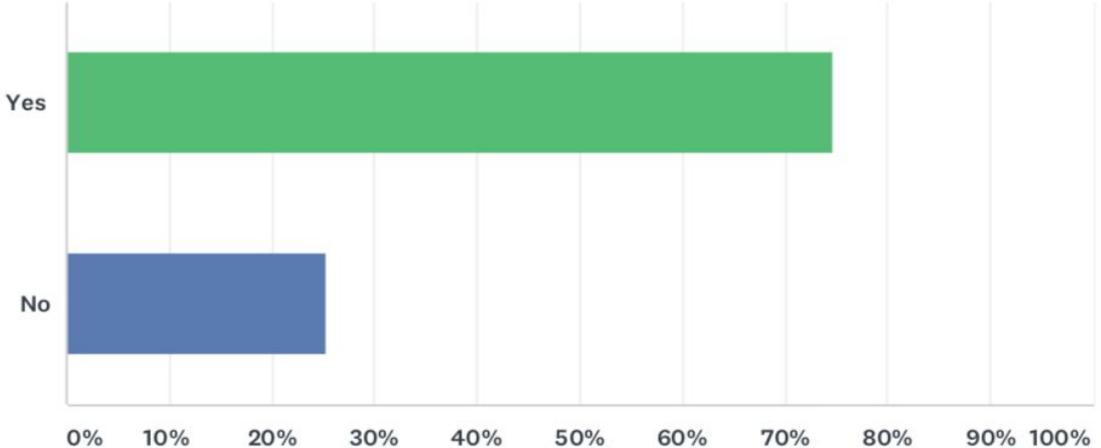
Answered: 198 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	94.95%	188
No	5.05%	10
TOTAL		198

# Q2 Do you know where and or how to file a complaint of discrimination or harassment?

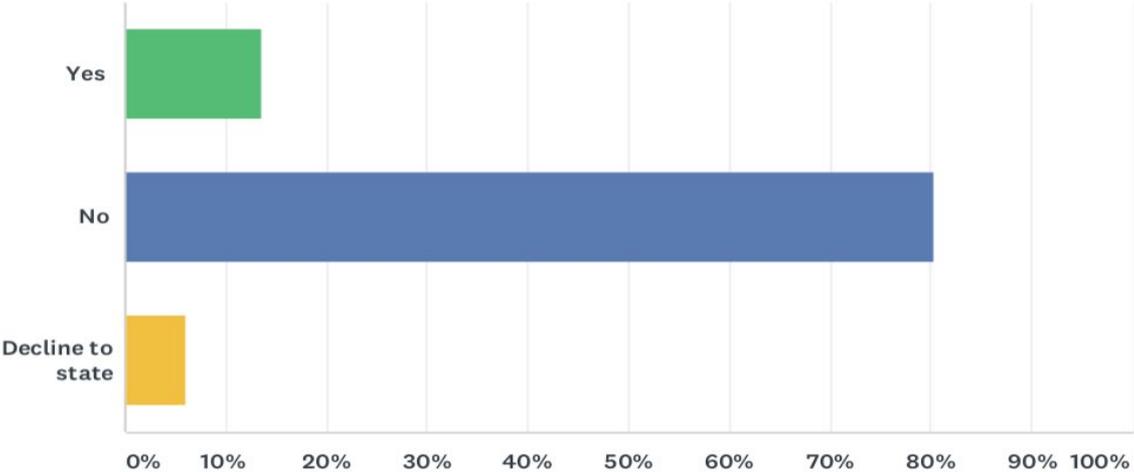
Answered: 198 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	74.75%	148
No	25.25%	50
TOTAL		198

# Q3 Do you believe you have been sexually harassed while working for TUHSD?

Answered: 198 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	13.64%	27
No	80.30%	159
Decline to state	6.06%	12
<b>TOTAL</b>		<b>198</b>

# Next Steps

- Draft a communication to students and parents that clearly outlines the District's sexual harassment policies and complaint process
  - Ensure we communicate with all staff members with information about our sexual harassment policies and complaint procedures
  - Ensure all current 9th grade students receive the sexual harassment workshop prior to the end of this semester
  - Schedule and implement affirmative consent workshop for all current 12th grade students
  - Review District sexual harassment complaint response protocols to ensure we respond in a timely manner to all complaints
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