

## **Drake High School      CHILD ABUSE INFECTIOUS DISEASE      SEXUAL HARRASSMENT**

### **Child Abuse and Neglect**

With the concern for the total well-being of each student, District employees shall report known or suspected instances of child abuse in accordance with state law and District regulations (AR5141.4a). Employees will cooperate with child protective agencies responsible for reporting, investigating and prosecuting cases of child abuse.

### **Infectious Diseases**

According to BP 5141.22, the Board of Trustees recognizes its dual responsibility to protect the health of students from risks posed by infectious diseases and to uphold the right of students to a free and appropriate education. The District requires all staff to routinely observe universal precautions to prevent exposure to blood-borne pathogens and prevent the spread of all infectious diseases.

- The admission of a student with a disease that is contagious within the school setting shall be determined by the superintendent or designee in accordance with standard procedures. The District shall exclude students only in accordance with law.
- The Board created and adopted a comprehensive policy on infectious diseases. A copy of the complete policy, *Control of Infectious Diseases*, is available in the District office.

### **Sexual Harassment**

The members of the Tamalpais community are united in the belief that sexual harassment, or any other kind of harassment, should not be tolerated in or out of school. In an effort to address the problem of sexual harassment, the Tam District has adopted a policy and procedures to deal with harassment when it occurs (BP5145.7).

In accordance with AR5145.7, prohibited sexual harassment includes, but is not limited to, unwelcome sexual advances, requests for sexual favors, and other verbal, visual or physical conduct of a sexual nature when:

- Submission to the conduct is explicitly or implicitly made a term or condition of a student's employment, academic status, or progress;
- Submission to or rejection of the conduct by the student is used as the basis for academic or employment decisions affecting the student;
- The conduct has the purpose or effect of having a negative impact on the student's academic work performance, or of creating an intimidating, hostile or offensive educational or work environment; or,
- Submission to or rejection of the conduct by the student is used as the basis for any decision affecting the student regarding benefits and services, honors, programs, or activities available at or through the school (EC §212.5).

Other types of conduct which are prohibited and which may constitute sexual harassment include, but are not limited to, the following:

- Unwelcome leering, sexual flirtations or propositions;
- Unwelcome sexual slurs, epithets, threats, verbal abuse, derogatory comments or sexually degrading descriptions;
- Graphic verbal comments about an individual's body, or overly personal conversation;
- Sexual jokes, stories, drawings, pictures, or gestures;
- Spreading sexual rumors;
- Teasing or sexual remarks about students enrolled in a predominantly single-sex class;
- Touching an individual's body or clothes in a sexual way;
- Purposely limiting a student's access to educational tools;
- Cornering or blocking of normal movements;
- Displaying sexually suggestive objects in the educational environment;
- Any act of retaliation against a student who reports a violation of the District's sexual harassment policy or who participates in the investigation of the sexual harassment complaint.

### **What can a student do when he or she feels sexually harassed?**

#### Informal Resolution

- The student is not required to do this, but he or she may directly inform the person engaged in such conduct that such conduct is offensive and must stop. The student may ask for help in representation to speak with the alleged harasser.
- The student may ask a teacher, counselor or school administrator to mediate a resolution to the problem before attempting to engage in a formal process.

#### Formal Complaint

- The student may file a written complaint with the principal or designee regarding the harassment. The student may ask any school employee to assist him or her. A formal complaint form will be provided.
- A complaint policy procedure is available by asking the principal's secretary.
- The principal or designee shall review the complaint, commence a thorough and complete investigation of the complaint, and make a written report available to the complainant and to the alleged harasser. Disposition of the complaint may include, but is not limited to, disciplinary action up to and including expulsion. Any employee who permits or engages in sexual harassment may be subject to disciplinary action.
- If a complainant or the alleged harasser is dissatisfied with the investigation and/or its disposition, he or she may file a written appeal to the superintendent.