

**Sexual Harassment**  
*RUSD Board Policy 4119.11 & 5145.7(a)*



Riverside Unified School District maintains a firm policy prohibiting all forms of discrimination. Religious, racial, or sexual harassment or violence against students or employees is discrimination. All persons are to be treated with respect and dignity. Sexual violence, sexual advances or other forms of religious, racial, or sexual harassment or discrimination by any pupil, teacher, administrator or other school personnel, which create an intimidating, hostile or offensive environment, will not be tolerated under any circumstances. (E. C. Sections 48980 (g) and 231.5, Board Policy 5145.7 (a) and 4119.11)

**DEFINITION OF SEXUAL HARASSMENT**

California and Federal laws define sexual harassment as unwanted sexual advances, or unwanted visual, verbal, or physical conduct of a sexual nature. Such offensive behavior includes, but is not limited to, the following:

- a. Unwanted sexual advances, including propositioning and requests for sexual favors, or repeatedly asking someone out for a date after it is clear that the person is not interested;
- b. Explicitly or implicitly offering employment or academic benefits in exchange for sexual favors;
- c. Making or threatening reprisals after a negative response to sexual advances;
- d. Visual conduct: leering; making sexual gestures; displaying sexually suggestive objects, pictures, cartoons, or posters;
- e. Verbal conduct: Making or using derogatory comments, epithets, slurs, or jokes; making sexually based remarks about another's or one's own body;
- f. Verbal abuse of a sexual nature, graphic verbal commentaries about an individual's body, sexually degrading words used to describe an individual, suggestive or obscene letters, notes or invitation;
- g. Physical conduct: Touching, assaulting, impeding or blocking movement;
- h. Basing employment or academic benefit on whether or not a person submits to behavior such as described in items (a) through (g) above;
- i. Unwelcome behavior as set forth in items (a) through (g) above which 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.

This sexual harassment policy is intended to protect against sexual harassment before it becomes actionable sexual harassment. The term "sexual harassment" is intended to mean sexual harassment in the broadest meaning of that term in current popular as well as legal usage.

If you believe you have been the victim of discrimination or harassment, please contact a school site administrator. If the student feels that the problem has not been fully resolved at the school site, the student may request a Sexual Harassment Report Form and contact the Director of Pupil Services, Central Registration Center, 5700 Arlington Avenue, Riverside, California, 92501, (951) 352-1200. If a staff member feels that the problem has not been fully resolved at the school site, the staff member may request the Sexual Harassment Report Form and contact the Assistant Superintendent of Personnel at the Riverside Unified School District, 3380 14th Street, Riverside, CA 92501, (951) 788-7135.