



What happens  
when I report  
harassment?

What are  
my rights?

What resources  
exist to help  
me?

### WHAT IS HARASSMENT?

State and Federal law prohibits discrimination, harassment, intimidation and bullying of students based on their actual or perceived sex, gender, sexual orientation, gender identity or expression, race, color, ancestry, national origin, ethnic group identification, age, religion, or physical or mental disability or genetic information.

Sexual harassment includes unwelcome advances; sexual jokes, teasing about gender, gender expression, or gender identity; and other verbal and/or physical conduct of a sexual nature. It can include unwelcome comments or online harassment through social media and other means. Anyone can be a victim of sexual harassment regardless of the age or gender of the person who is harassing them.

### IF YOU EXPERIENCE OR WITNESS HARASSMENT

#### 1. STEP ONE: REPORT

Ask a trusted adult to help you. This can be a staff member, teacher, counselor, or principal. You have the right to file a complaint. To get help and/or file a complaint contact:

- Your school principal; or
- Executive Director of Student Services, Maria Waskin: 760-944-4300 x-1130 or maria.waskin@eusd.net
- Assistant Superintendent of Administrative Services, Angelica Lopez: 760-944-4300 x-1180 or angelica.lopez@eusd.net

#### 2. STEP TWO: RESPONSE

To make sure you are safe and to support you with resources, including counseling, your principal or another staff member will reach out to you within one day of receiving your report. Be sure to report any additional harassment or retaliatory behavior.

#### 3. STEP THREE: INVESTIGATION

You will be notified if an investigation will be conducted. An investigation often involves interviewing you or other witnesses. In some cases, you will be offered medication or a restorative process. You may refuse to participate or stop this process at any time.

#### 4. STEP FOUR: FOLLOW UP

A plan to ensure your privacy and safety will be developed. You will be contacted to make sure you feel safe and supported at school.

### YOU HAVE RIGHTS

Whether you are the person who **REPORTS** the behavior, are the **TARGET/VICTIM** of the behavior, or are the **ACCUSED** of the behavior, **YOU HAVE THE RIGHT** to:

- Be treated with **RESPECT** by school and EUSD officials
- Have **SUPPORT** and resources, including mental health services
- Be safe at school and be **FREE** from retaliation
- Have an **ADVISOR** during the judgement period
- **DUE PROCESS**, which includes the right to know what the full allegations are, receive notification that an investigation will be conducted, and receive notification in writing of the outcomes/resolution of the complaint
- **PARTICIPATE** or refuse to participate in conflict resolution procedures
- Have school and EUSD officials follow **PROCEDURES** when hearing your complaint
- **APPEAL** the decision to the California Department of Education within 15 days of receiving the decision

### RESOURCES

#### Bullying / Harassment:

- > <https://www.eusd.net/departments/student-services-special-education>
- > Other Programs and Information
- > Bullying, Hate and Discrimination/Harassment

#### Uniform Complaints:

- > <https://www.eusd.net/our-district/uniform-complaint-procedures-williams>