

TRANSGENDER STUDENTS, PRIVACY AND FACILITIES

Sexual Orientation/Gender Identity Harassment

The Culver City Unified School District is committed to maintaining a safe and supportive school environment in which all members of the school community are treated with dignity and respect. It is the policy of this District that harassment, discrimination, intimidation, or bullying based on sexual orientation, gender identity, and gender expression, including perceptions of a person's identity, appearance or behavior, is expressly prohibited.

The governing board considers harassment, discrimination, intimidation, or bullying based on sexual orientation, gender identity, and gender expression to be a major offense. The District shall investigate all complaints of harassment, discrimination, intimidation, or bullying and take appropriate action against any student or employee who is found to have violated this policy.

Harassment, discrimination, intimidation, or bullying of a student by another student is a violation of this policy and constitutes cause for disciplinary action. Students shall be advised that harassment, discrimination, intimidation, or bullying based on sexual orientation, gender identity, and gender expression are unacceptable conduct and will not be tolerated. Students shall be informed that they should contact the school principal or designee if they experience such harassment, discrimination, intimidation, or bullying.

Harassment, discrimination, intimidation, or bullying by an employee in violation of this policy constitutes cause for disciplinary action, up to and including dismissal.

The Superintendent shall adopt, and may periodically revise, administrative regulations necessary to implement and enforce this policy. The regulations shall provide an adequate description of this policy to parents, students and employees, provide appropriate complaint and resolution procedures, and establish due process for persons accused of harassment, discrimination, intimidation, or bullying based on sexual orientation, gender identity, and gender expression. The Superintendent shall ensure that students receive age-appropriate information and education related to sexual orientation, gender identity, and gender expression. In addition, the Superintendent shall designate qualified individuals to provide appropriate training and educational programs on the issue of harassment, discrimination, intimidation, or bullying based on sexual orientation, gender identity, and gender expression.

This policy is intended to supplement, and not replace, state and federal laws prohibiting sexual harassment. Complaints under those laws shall be processed through the procedures established by appropriate state and/or federal agencies.

Students

BP 5157(b)

TRANSGENDER STUDENTS, PRIVACY AND FACILITIES (continued)

Cross References:

BP/AR 4119.11 PERSONNEL: Sexual Harassment

BP/AR 4144 PERSONNEL: Complaint Procedure

BP 5144.1 STUDENTS Suspension and Expulsion/Due Process

AR 5144.2 STUDENTS: Suspension and Expulsion/Due Process (Students with Disabilities)

Legal References:

EDUCATION CODE

200 State policy; purpose

212.6 Educational institutions; written policy on sexual harassment

48900.2 Sexual Harassment as ground for suspension or expulsion

48980 Article 6. California School Information Services.

California Constitution, Article I, § 28 (c) California Fair

Employment and Housing Act California Labor Code

Sections 1101 & 1102 Title VII of the Civil Rights Act
of 1964 and 1991

Title IX of the Education Amendments of 1972

New Policy Reviewed:

January 14, 2014

New Policy Adopted:

January 28, 2014

CULVER CITY UNIFIED SCHOOL DISTRICT

Culver City, California