

**Policy 4119.11: Sexual Harassment**

**Status:** ADOPTED

**Original Adopted Date:** 10/27/1993 | **Last Revised Date:** 03/17/2021 | **Last Reviewed Date:** 03/17/2021

The Governing Board is committed to providing a safe work environment that is free from harassment and discrimination. The Governing Board prohibits sexual harassment against District employees, job applicants, and other persons with an employment relationship with the District. The Governing Board further prohibits retaliatory behavior or action against any person who complains, testifies, or otherwise participates in any of the sexual harassment complaint processes established by the District.

Any employee determined to have engaged or participated in sexual harassment or sexual violence in violation of this policy may be subject to disciplinary action up to and including dismissal, in accordance with applicable law and District procedures.

(cf. 0410 - Nondiscrimination in District Programs and Activities)  
(cf. 4030 - Nondiscrimination in Employment)  
(cf. 4118 - Suspension/Disciplinary Action)

Employees or applicants for employment who feel that they, or another individual in the District, is being or has been sexually harassed on school grounds or at a school-sponsored or school-related activity by another adult or a student, or who have experienced off-campus sexual harassment that has a continuing effect on campus, to immediately contact the District's Title IX Coordinator/Nondiscrimination Coordinator, a supervisor, the principal, the Superintendent or designee, or any other District administrator. Complaints of harassment can be filed in accordance with AR 4030 - Nondiscrimination in Employment.

Any supervisor who receives a report of sexual harassment shall promptly notify the District's Title IX Coordinator/Nondiscrimination Coordinator. The District's Title IX Coordinator/Nondiscrimination Coordinator shall ensure that the complaint is promptly addressed through the District's Title IX Sexual Harassment Complaint Procedures (AR 4119.12/4219.12/4319.12) or Nondiscrimination in Employment (AR 4030), as applicable. Complaints which do not meet the definition of sexual harassment under Title IX, will be addressed pursuant to AR 4030 and any other applicable District policy.

(cf. 4030 - Nondiscrimination in Employment)  
(cf. 4119.12/4219.12/4319.12 - Title IX Sexual Harassment Complaint Procedures)

The Superintendent or designee shall take action where necessary to ensure the prevention, investigation, and correction of sexual harassment, including but not limited to:

1. Providing training to employees in accordance with law and administrative regulation
2. Publicizing and disseminating the District's sexual harassment policy to employees and others to whom the policy may apply
3. Ensuring prompt, thorough, fair, and equitable processing of complaints, consistent with the District's Title IX Sexual Harassment Complaint Procedures (AR 4119.12/4219.12/4319.12) or Nondiscrimination in Employment (AR 4030), as applicable
4. Taking timely and appropriate corrective/remedial action(s), as appropriate

**Record-Keeping**

In accordance with law, the Superintendent or designee shall maintain a record of all reported cases allegations of sexual harassment to enable the District to monitor, address, and prevent repetitive harassing behavior in District schools.

(cf. 3580 - District Records)

Policy  
adopted: October 27, 1993  
revised: March 17, 2021

WILLIAM S. HART UNION HIGH SCHOOL DISTRICT  
Santa Clarita, California

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