



**San Francisco Unified School District**  
**OFFICE OF EQUITY**

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*Superintendent of Schools*

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*Equity Director and  
Title IX Coordinator*  
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**TITLE IX/SEXUAL HARASSMENT POLICY NOTICE**

SFUSD is committed to maintaining a safe school environment that is free from harassment and discrimination. Sexual harassment is a form of sex discrimination under Title IX of the Education Amendments of the Civil Rights Act of 1972 (“Title IX”) and is prohibited by both federal and state laws. The Board prohibits sexual harassment of students by other students, employees or other persons, at school or at school-sponsored or school-related activities. The District prohibits retaliatory behavior or action against any person(s) who files a complaint, testifies, or otherwise participates in District complaint procedures.

Sexual harassment is defined as unwelcome sexual advances, requests for sexual favors, or verbal, visual, or physical conduct of a sexual nature, made by someone from or in the educational setting. Examples of sexual harassment include: (1) Unwelcome leering, sexual flirtations, or propositions; (2) Unwelcome sexual slurs, epithets, threats, verbal abuse, derogatory comments, or sexually degrading descriptions; (3) Graphic verbal comments about an individual's body or overly personal conversation; (2) Sexual jokes, derogatory posters, notes, stories, cartoons, drawings, pictures, obscene gestures, or computer-generated images of a sexual nature; (4) Spreading sexual rumors; (5) Teasing or sexual remarks about students enrolled in a predominantly single-sex class; (6) Massaging, grabbing, fondling, stroking, or brushing the body; (7) Touching an individual's body or clothes in a sexual way; (8) Impeding or blocking movements or any physical interference with school activities when directed at an individual on the basis of sex; (9) Displaying sexually suggestive objects; (10) Intimate partner/dating violence; or (11) Sexual assault, sexual battery, or sexual coercion.

Title IX also includes protections from gender-based harassment. Examples of conduct include: disparaging remarks made to a student or aggression toward a student because that student displays mannerisms or a style of dress perceived as indicative of the other sex; (2) hostility toward a student because that student participates in an athletic activity more typically favored by a student of the other sex; (3) intimidating a student to discourage that student from enrolling in a particular area of study because of his/her gender; (4) use of gender-specific slurs, whether written or spoken; (5) taunting a student who wishes to participate in an extracurricular activity because that activity is more typically favored by a student of the other sex.

Any student who feels they are being or have been harassed based on sex or gender is encouraged to immediately talk to a teacher, other school employee, and contact the District’s Title IX Coordinator:

**Office of Equity, Kiki Williams, Title IX Coordinator**

**Phone: 415-355-7334**

**Email: [williamsk3@sfusd.edu](mailto:williamsk3@sfusd.edu)**

For more information about SFUSD’s non-discrimination policies, please visit: [www.sfusd.edu/equity](http://www.sfusd.edu/equity).

Any employee who receives such a complaint, otherwise becomes aware, or personally observes possible sexual or gender-based harassment shall immediately report it to the District’s Title IX Coordinator or principal of the school site.