

Complaint Process

- Take your verbal or written complaint to the school administrator or Title IX Site Officer within six months from the date the incident occurred or from the date you first obtained knowledge of the facts of the alleged discrimination. You have the right to a timely resolution at your school site.
- If you are not satisfied with the school site resolution, you may file a written complaint with the Office of Equity (Uniform Complaint) within 6 months. Investigation will happen within 60 days.
- If you are not satisfied with the Office of Equity's response, you may appeal the decision the California Department of Education's Education Equity, UCP Appeals. (1430 N Street, 5th Floor, Sacramento, CA 95814).
- You may also file a complaint with the Office for Civil Rights (OCR) at any time by contacting: U.S. Department of Education, Office for Civil Rights 50 United Nations Plaza, San Francisco, CA 94102 or (415) 486-5555.

If you request confidentiality, it may limit the ability for the school or district to investigate. SFUSD prohibits retaliation against someone who files a complaint or participates in a complaint investigation.

Who can help you?

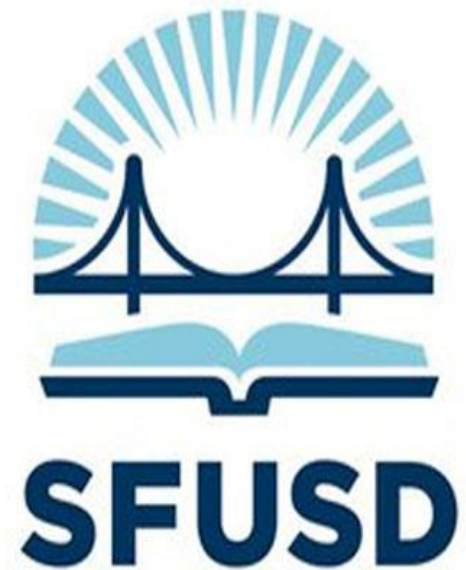
At your School:
**Principal/Administrators,
Wellness Center, Counselors or
Title IX Site Officer**

Or

District Title IX Coordinator:
Keasara (Kiki) Williams
**San Francisco Unified School District/County
Office of Education**
Title IX Coordinator
555 Franklin Street, 3rd Floor
San Francisco, CA 94102
Phone: 415-355-7334
Fax: 415-355-7333
Email: williamsk3@sfusd.edu

Visit the Office of Equity's website for additional information:

sfusd.edu/equity



Title IX and Sexual Harassment

Know Your Rights



SFUSD Office of Equity
555 Franklin Street, 3rd Fl.
San Francisco, CA, 94102

Phone: 415-355-7334
Fax: 415-355-7333

Know Your Title IX Rights

- Students have the right to equal learning opportunities in their schools, regardless of their sex or gender.
- Students and employees may not be excluded from participation in, be denied the benefits of, or be subjected to harassment or other forms of discrimination on the basis of sex, sexual orientation, gender identity or gender expression in any program or activity.
- Students may not be required to take and/or may not be denied enrollment in a course because of their sex, sexual orientation, gender identity or gender expression.
- Students have the right to be evaluated and graded without regard to their sex, sexual orientation, gender identity or gender expression.
- Counselors may not urge students to enroll in particular classes or programs or activities based on sex, sexual orientation, gender identity or gender expression.
- Schools must offer female and male students equivalent opportunities to play sports.
- Equipment and supplies, game and practice schedules, budgets, coaching, travel allowances, facilities, publicity, support services and tutoring offered to teams are to be equivalent between male and female teams.
- Pregnant and parenting students have the same right as any other student to continue in their regular school and in any program for which they qualify.

What is Sexual Harassment?

- Unwelcome sexual conduct by other students or school employees that interferes with a student's right to get an education or to participate in school activities.
- Sexual harassment may be same-sex or opposite sex.
- Sexual harassment includes sexual assault and battery.
- Hostile or demeaning conduct targeting someone's sex, sexual orientation, gender identity, or gender expression.
- Includes sexual harassment by SFUSD employees (also against employees)

Some examples of conduct that, if unwelcome, could constitute sexual harassment:

- Pulling up, snapping, pulling down, or grabbing clothing.
- Unwanted hugging, kissing, touching other form of unwanted sexual contact.
- Spreading rumors or rating others as to sexual performance.
- Making comments or jokes about a student's body.
- Online/social media or text message sharing of pictures or videos of a sexual nature.
- Writing notes, letters, or graffiti that are sexually explicit.
- Insults about a student's dating, romantic or sexual history.
- Making obscene gestures or suggestive body movements that are sexual in nature.
- Dating violence.
- Sexual assault.

Gender Based Harassment or Bullying also covered (based on gender, sexual orientation, gender identity or gender expression)

What can happen to those who commit sexual harassment?

- **Parent Notification**
- **Verbal or Written Warning**
- **Disciplinary Conference**
- **Detention/Saturday School**
- **Counseling**
- **Stay away agreement**
- **Safety Plan**
- **Class/Schedule Change**
- **Suspension**
- **Expulsion/Dismissal**
- **Police Contact**

REPORT HARASSMENT

CONTACT YOUR TITLE IX OFFICER