



PALISADES CHARTER HIGH SCHOOL

Empowering Educational Excellence.

PALISADES CHARTER HIGH SCHOOL SEXUAL HARASSMENT PREVENTION POLICY

Palisades Charter High School (PCHS) is committed to providing a working and learning environment free from sexual harassment. PCHS prohibits sexual harassment of or by employees, students, or persons doing business with or for the school based on actual or perceived sex, sexual orientation, gender, gender identity, gender expression, pregnancy, childbirth, breastfeeding/lactating status, and any related medical conditions. Failure to follow this policy is a violation of state and federal law.

Under California law, sexual harassment is any unwelcome conduct based on sex, including sexual advances, requests for sexual favors, and any other verbal, visual, or physical conduct of a sexual nature or based on sex made by someone from or in the work or educational setting, under any of the following conditions:

- Submission to the conduct is directly or indirectly made as a condition of an individual's employment, academic status, or progress.
- Submission to, or rejection of, the conduct by the individual is used as the basis of employment or academic decisions or for any decision affecting the individual regarding benefits and services, honors, programs, or activities available at or through the educational institution.
- The conduct has the purpose or effect of having a negative impact on the individual's work or academic performance or of creating an intimidating, hostile, or offensive work or educational environment.
- Under regulations for Title IX of the Education Amendments of 1972, conduct based on sex that satisfies one or more of the following may constitute sex discrimination or sexual harassment:
 1. An employee conditioning the provision of aid, benefit, or service of the school on an individual's participation in unwelcome sexual conduct.
 2. Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the school's education program or activity;
 3. Sexual assault, dating violence, domestic violence, or stalking as defined under the Clery Act or Violence Against Women Act.



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Upon witnessing discrimination, harassment, intimidation, abusive conduct, or bullying based on the above, personnel are required to take immediate steps to intervene when safe to do so. Reporting the conduct to an administrator or Title IX/Bullying Complaint Manager can be an appropriate intervention. Once a school/office has been notified of the conduct and a complaint has been filed, whether carried out by employees, students, or third parties, it should take immediate and appropriate steps to investigate, support the investigation or otherwise determine what occurred and take prompt and effective reasonable steps to end the conduct, eliminate a hostile environment if one has been created, and prevent it from occurring again. Supportive measures will be provided regardless of whether an individual makes a complaint or asks the school/office to take action. This policy applies to all acts related to school activity or school attendance under the Palisades Charter High School Executive Director and Principal's jurisdiction.

PCHS students or employee who believe they have been a victim of sexual harassment or who have witnessed such an act should report it to an administrator or Title IX/Bullying Complaint Manager so appropriate action may be taken to resolve it. PCHS prohibits retaliation against anyone who files a sexual harassment complaint or participates in the investigation process. Complaints must be promptly and fairly investigated in a way that respects the privacy of the parties concerned to the fullest extent possible.

Your school/office administrator or Title IX/Bullying Complaint Manager(s):

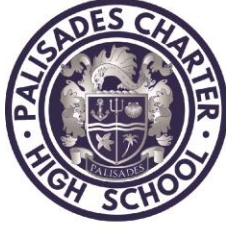
Adam Licea, Assistant Principal- Phone: 310-230-6631 Email- alicea@palihigh.org

Perisha Bellinger, PCHS Dean Email-pbellinger@palihigh.org

For policies/procedures related to sexual harassment of or by students and how to file a complaint, contact:

Adam Licea, Assistant Principal- Phone: 310-230-6631 Email- alicea@palihigh.org

Perisha Bellinger, PCHS Dean Email-pbellinger@palihigh.org



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For employee-to-employee, student-to-employee, or work/employment-related discrimination, harassment, intimidation, or abusive conduct, contact:

Dr. Martha Monahan, PCHS Human Resources Director (310) 230-6670-7685.

Office locations: Human Resources Office in the A Building, Dean's Office in U110

Palisades Charter High School-15777 Bowdoin Street, Pacific Palisades, CA 90272

PCHS works to give you an education that is safe and without sexual harassment. Sexual harassment is behavior you don't like that is directed at you because of your gender. It can make you feel unsafe or scared and keep you from learning. It can be someone's bad words, something you see, physical behavior, or touching of private body parts (like parts covered by a swimsuit). Examples may be:

- Unwanted hugs, kisses, grabbing, or touching
- Standing too close or stopping someone from moving
- Showing or sending inappropriate or nasty pictures of any kind that make others feel bad or uncomfortable
- Treating someone differently just because of their gender or perceived gender.

It is against school rules and the law for people to do this. If it's safe for you, you can ask the person to stop doing these actions to you or other students. You can help friends share problems like this with an adult they trust. You can report it to the principal, a dean, a teacher, or someone who handles complaints like this. The school will take action right away to find out what happened, make it stop, and keep it from happening again. No one is allowed to punish you for making a report or for talking to an adult about what happened. The school will share information with people who can help fix it. This is true for all school activities in your school district.

People who can help you:

Your Principal: Dr. Pamela Magee

Complaint Managers (Title IX/Bullying):

Adam Licea, Assistant Principal- Phone: 310-230-6631

Email- alicea@palihigh.org

Perisha Bellinger, PCHS Dean

Email- pbellinger@palihigh.org