



Board of Education Report

File #: Res-022-17/18, **Version:** 4

Mr. Melvoin, Ms. Garcia, Ms. Gonez - Strengthening Protections for Victims of Harassment (Res-022-17/18)
(Waiver of Board Rule 72)

ADOPTED AS AMENDED

Whereas, In recent weeks, women and men of courage in a broad range of industries, including government, politics, business, and entertainment, have come forward with personal accounts to expose a pervasive culture of work-related sexual harassment, assault, and inappropriate behavior;

Whereas, In the wake of these stories, all organizations should be reaffirming that sexual harassment and misconduct have no place in our institutions and the Los Angeles Unified School District must declare our commitment to make our District, including our schools and central offices, a place where every person feels safe and supported;

Whereas, Just as there is a heightened responsibility to ensure a safe environment where children are learning, it is equally important that our teachers, employees, and all District staff have safe workplaces, free from any type of harassment (sexual or otherwise);

Whereas, It is the intent of the Governing Board of the Los Angeles Unified School District to work with our Superintendent, advocates, and stakeholders to review our current anti-harassment policies and update them as appropriate to ensure and verify that victims are heard, their claims are appropriately investigated by trained personnel, and the accused are afforded due process protections;

Whereas, If an employee, applicant, paid or unpaid intern, volunteer, or independent contractor has experienced any type of harassment, he or she should feel comfortable making a complaint without fear of re-victimization or retaliation;

Whereas, Equal Rights Advocates, a San Francisco-based non-profit organization focused on women's rights, recommends a centralized place to file complaints of harassment as the most effective tracking method; and

Whereas, The District does not have a centralized method for tracking all harassment complaints lodged at the school site level; nor are school-based managers required to report such claims to the District's Equal Opportunity Section; now, therefore, be it

Resolved, That the Superintendent shall create and provide to the Board a report detailing the number of complaints reported in the past five years school- and District-wide to determine the scope of the issue;

Resolved, That the Superintendent will immediately, and no later than January 2, 2018, establish and publicize to all District staff a hotline by which complaints or concerns regarding harassment may be raised (anonymously, if permitted by law);

Resolved, That the Superintendent will convene internal and external stakeholders and advocates to review and revise all applicable anti-harassment policies within 120 days; and, be it finally

Resolved, That the above-referenced review should consider updates related, but not limited to the following issues:

- timelines for victims to report their claims and investigators to investigate,
- training for investigators,
- third-party investigators,
- centralized investigation and tracking of claims,
- investigations based on the sufficiency of the evidence and not the responsiveness of victims,
- grounds for appeals,
- guidelines, tools, and resources for best practices in harassment prevention, investigation, and treatment of victims,
- [the process for reporting claims related to members of the Board of Education](#)
- communication strategy and protocol related to sharing these revised policies and codes of conduct,
- technology that can provide for easier and more accurate reporting, investigation, and tracking of harassment claims, including a phone hotline, website, app, or text messaging,
- anti-retaliation protections,
- reporting by and protections for whistleblowers,
- source of settlement payments, and
- periodic reporting to the Board of Education on the status of claims,
- [revamp the sexual harassment training video.](#)