

# A Date Requested

## The Scenario:

Ms. Juniper, a new teacher, asks to talk with you. She tells you that Mr. Harper has repeatedly asked her out on a date. She has politely given various excuses not to go, but the queries continue. She asks you for advice. What do you do or advise?

## Discussion Begins

## The Scenario Continues:

If Mr. Harper is also a teacher, does that change your decision about what to do? If he's her mentor? An AP? The principal?

## Discussion Continues

## What do you do?

**What do you advise the new teacher to do?**

**Do you report?** If so, to whom? If so, when? If you don't, what might happen to the Ms. Juniper? To other teachers? To Mr. Harper? To you? To your school? To LAUSD?

If you report and the Local Law Enforcement Agency or the Department of Children and Family Services (DCFS) tells you...

...to **handle it administratively**, what do you do next?

...**they will investigate**, what do you do next?



## Legal Response

You should inform Ms. Juniper of the LAUSD Sexual Harassment Policy Bulletin (BUL-1893.1) and connect her with the appropriate administrator and the Title IX Complaint Manager. Follow the steps in the Title IX Policy/Complaint Procedure Bulletin (BUL-2521.1) and Sexual Harassment Policy Bulletin (BUL-1893.1). Educational Equity can provide training in this area for both students and staff.

If you are an administrator, you should then notify the Local District Operations Coordinator. At this time, the Local District Superintendent or Unit/Division Head must exercise discretion as to whether the employee should be removed from the school site or work assignment.

As appropriate, the Local District Operations Coordinators and/or Division of Human Resource Representatives shall consult with Employee Relations to determine whether they may begin an administrative investigation. Once clearance has been obtained, the administrative investigation shall proceed. Upon conclusion of the investigation, appropriate administrative action should be taken, if warranted. Part of the appropriate administrative action might be to refer Mr. Harper to training on workplace harassment (see BUL-4214.1 for resources).

### Other Considerations

If Mr. Harper is the principal, you should connect Ms. Juniper with the appropriate administrator at the Local District who would then ensure that the appropriate steps would be taken to stop any inappropriate activity.

### Listen

Convey your concern for your colleague.

### Protect

Encourage her to speak with the appropriate supervisor.

### Connect

Ask her about what would be most helpful in order to accomplish her duties as a teacher. Every school site has protocols, systems, and resources to support and address student safety and well-being. This is an opportunity to become familiar with and use the procedures, policies, and resources at your work site.

### Model

It is good to be aware of your thoughts, feelings, and reactions which can be seen and affect your colleague.

### Teach

Help Ms. Juniper to access the LAUSD Sexual Harassment Policy Bulletin (BUL-1893.1).

## Emotional Support