

# A Talkative TA

## The Scenario:

Sharif, a student TA, tells you that he feels very uncomfortable around Mr. Kerns, an adult paraprofessional. Sharif says that Mr. Kerns keeps telling him dirty jokes and talks about having sex with various people. Sharif is a person of faith who is offended and asking for your advice/help. What do you do or advise?

## Discussion Begins

## What do you do?

**What do you advise Sharif to do?**

**Do you report?** If so, to whom? If so, when? If you don't, what might happen to Sharif? To other students? 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

As Sharif indicated, the conduct is unwelcome (BUL-3349.0). You should notify an 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-3349.0). 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 Resources 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. Kerns to training on workplace harassment (see BUL-4214.1 for resources).

### Listen

Listen carefully, pay attention, and convey your concern and interest in Sharif's well-being. Ask open-ended questions as needed to engage him and help him feel safe.

### Protect

The situation must be addressed by following the legal response. Doing so is the best way to protect students and promote a safe learning environment.

### Connect

Facilitate Sharif's report of the incident to an administrator and the Title IX Complaint Manager. 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

Maintain a professional and calm level of emotions and reactions. Do not express shock or anger at the possible perpetrator or event.

### Teach

Talk with Sharif about the fact that everyone on campus has the right to feel safe. Help him to understand that it is normal to have a confusing range of feelings as a result of experiences like these.

## Emotional Support