

Unwanted Attention

The Scenario:

A female student tells you that Mr. Harold keeps staring at her breasts and she wants to know how to deal with it. What do you do or advise?

Discussion Begins

The Scenario Continues:

Does it matter what position Mr. Harold holds? What if he is the Principal? AP? Teacher? TA? Volunteer?

Discussion Continues

What do you do?

What do you advise the student to do?

Do you report? If so, to whom? If so, when? If you don't, what might happen to the girl? 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

What the student is describing appears to be possible Sexual Harassment (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. Harold to training on workplace harassment (see BUL-4214.1 for resources).

Other Considerations

If Mr. Harold is the principal, you should connect the student 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

Listen carefully, pay attention, and convey your concern and interest in her well-being. Ask open-ended questions and help her feel safe.

Protect

Act immediately by following the legal response. Doing so is the best way to protect students and the learning environment.

Connect

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

Empower the student by acknowledging her actions to share the incident and to seek help from an adult. Teach the student to identify and use positive coping strategies and problem solving skills.

Emotional Support