

## **Non Discrimination is the Law!**

All pupils have the right to participate fully in the educational process, free from discrimination and harassment. Schools have an obligation to combat racism, sexism and other forms of bias, and a responsibility to provide equal educational opportunity and ensure safe schools sites.

### **Sexual Harassment is Prohibited**

The District is committed to maintaining an educational environment that is free from harassment. Any student who feels that he/she is being or has been subjected to sexual harassment shall immediately contact his/her teacher or any other employee. A school employee to whom a complaint is made shall, within 24 hour of receiving the complaint, report it to the principal or designee – who shall immediately investigate the complaint in accordance with **Board Policy and Regulation 5145.3**

**Title IX is a landmark federal civil right that prohibits sex discrimination in education.** Title IX is part of the Education Amendments of 1972 which protects people from discrimination based on sex in education programs and activities that receive federal financial assistance. Title IX protects all students that may be affected by sexual harassment, discrimination and violence; straight, LGBT, and gender nonconforming persons; persons with and without disabilities; and international and undocumented persons. It also protects individuals from retaliation by a school or any party for reporting any Title IX related incidents.

### **Uniform Complaints**

The District shall follow uniform complaint procedures, outlined in **Board Policy and Regulation 1312.3** when addressing complaints alleging unlawful discrimination, harassment, or bullying against any protected individual or group identified under Board Policy, Education Code, California Code of Regulations, Penal Code, or Government Code including actual or perceived sex, sexual orientation, gender, gender identity, gender expression, ethnic group identification, race or ethnicity, ancestry, national origin, nationality, religion, mental or physical disability, age, or the basis of a person's association with a person or group with one or more of these actual or perceived characteristics in any district program, or activity that receives or benefits from local, state and federal financial assistance.

**Uniform Complaint and Title IX Officer  
Carrie Bosco, Associate Superintendent  
17421 Farley Road West, Los Gatos  
408.354.2520**

**District Policies are available by clicking [here](#) or by contacting the Superintendent's Office at  
408-354-5980**