

BEVERLY HILLS UNIFIED SCHOOL DISTRICT

Board Policy: 5045.5
Regulation: 5045.5 AR

Adopted:
1/08/02
Revised:
7/8/08

ANTI-HARASSMENT/ANTI-INTIMIDATION POLICY

The Beverly Hills Unified School Board of Education affirms the right for all student, staff, and parents and guardians to be free from hate crimes. Abusive statements, or any activity which degrades the unique qualities of an individual, such as race, ethnicity, culture, heritage, sexuality, physical/mental attributes, religious beliefs and practices. Such verbal or physical acts are damaging to one's self-esteem and will not be tolerated on any District campus or at any school activity whether on or off campus. The Board encourages the superintendent and staff to develop programs, which enhance self-esteem, raise awareness and sensitivity, and foster respect for individuals and their unique qualities.

The Board recognizes that such hate-crime statements, threats, physical assaults, or damage to property are inflammatory to those victimized by such acts and jeopardizes the safety and well being of students and staff. The Board authorizes the staff to discipline students involved in such acts, including suspensions and recommendation for expulsion.

Discrimination complaints, such as those based on race, color, national origin, sex, and disability, are resolved through the District's Uniform Complaint procedures. They can be found on the District's website at www.bhusd.org, in the District's central office at 255 So. Lasky Dr, Beverly Hills, and at all school site offices. For more information about discrimination complaint procedures, contact Amy Lambert, Ed.D., Director, Pupil and Special Services at (310) 551-5100 ext. 2250.

Discrimination complaints and questions related to sex should be directed to the District's Title IX Coordinator, Sal Gumina, Asst. Superintendent of Human Resources at the District's central office at 255 So. Lasky Dr., Beverly Hills, or by phone at (310) 551-5100 ext. 2237.

Complaints concerning services and accommodations for students with disabilities, including complaints about identification, evaluation and placement should be referred to the District's 504 Procedures, www.bhusd.org. For more information about disability complaint procedures, contact Amy Lambert, Ed.D., Director, Pupil and Special Services at (310) 551-5100 ext. 2250.

Legal Reference:

EDUCATION CODE

48900

48900.1

48900.2

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FEDERAL LAWS

Section 504 of the Rehabilitation Act of 1973

Individual with Disability Education Act

Americans with Disabilities Act

BEVERLY HILLS UNIFIED SCHOOL DISTRICT

Administrative Regulation

AR 5045.5

ANTI-HARASSMENT/ANTI INTIMIDATION POLICY

The District will not tolerate any act of harassment or intimidation including gestures, comments, threats or actions, either written, verbal or physical, which cause, threaten to cause or are likely to cause bodily harm or personal degradation on any District campus or at any school activity whether on or off campus.

The consequences of these actions may include a broad range of disciplinary measures as appropriate; however, every effort will also be taken to provide or locate appropriate assistance for both the victim and the offender.

Initial Response and Reporting Expectations

The District expects all employees, if they observe or become aware of an act of intimidation, to take immediate, appropriate steps to intervene.

If, in the opinion of the employee, the matter has not been resolved, the situation must be reported to an administrator for further investigation.

The District expects students, parents and other community members who observe or become aware of a serious act of harassment/intimidation to report this act to a school administrator for further investigation.

Investigation and Response

Any incident, which may constitute an act of harassment/intimidation, which is reported to the principal, shall be thoroughly investigated by the site administrator or designee. Consequences shall be commensurate with the results of the investigation. This may include, but is not limited to, counseling, parent conference, detention, involuntary transfer, a formal suspension and /or expulsion of the offender. The parent or guardian shall be contacted and may be asked to attend a conference with school officials.

If the parent or guardian does not attend the conference, the site administrator shall send a letter informing the parent of the action under consideration and notifying parent of all data pertinent to the action.

Depending on the severity of the incident, the administrator shall take appropriate steps to insure campus safety. This may include any or all of the following: implement an immediate safety plan; isolate and supervise involved students; provide staff support for involved students as necessary; report incident to law enforcement, if appropriate; notify the parents/guardians of both the offender and the victim and develop supervision plan with parents.

If the act of harassment/intimidation is deemed to warrant a suspension, expulsion or involuntary transfer to another school, then the matter will be processed in accordance with Board Policy 5045.

Incidents of Harassment and Intimidation Related To Disability, Race or Sexual Harassment

Discrimination complaints, such as those based on race, color, national origin, sex, and disability, are resolved through the District's Uniform Complaint procedures. They can be found on the District's website at www.bhusd.org, in the District's central office at 255 So. Lasky Dr, Beverly Hills, and at all school site offices. For more information about discrimination complaint procedures, contact Amy Lambert, Ed.D., Director, Pupil and Special Services at (310) 551-5100 ext. 2250.

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Assessment and Intervention

An administrative contact will be made with the victim and offender prior to resuming a regular schedule of classes. If deemed necessary, the administrator or designee may convene a multi-disciplinary team to further assess and determine the need for ongoing support for the victim or the offender.

Depending upon the severity of the harassment/intimidation, an investigation might include: review of school records; identification of parent and family issues; and interviews with student, parents, and school staff. A multi-disciplinary team consisting of school staff, counselor/psychologist, parent, student, and other agency personnel as appropriate, will develop a behavior support plan.

The support plan may include any or all of the following; a case manager, counseling services (site, district and/or community resources); parenting skills classes; and other additional support services as deemed appropriate. The case manager will maintain a record of the services provided.

School Follow-up

The case manager has a responsibility to follow up and evaluate the behavior support plan. The case manager will compile a report to the site administrator on the process, resources used, and the follow up procedure involving the victim and the offender.

A copy of the behavior plan and follow-up report will then be forwarded to the Director of Pupil and Special Services.