

West Contra Costa students for physical and emotional harm. Individual or groups shall not be allowed to harass, sexually harass, threaten, intimidate, cyberbully, or otherwise cause bodily injury to, or commit violence against any student or school employee. No student or school employee shall retaliate against another for filing a complaint or participating in the complaint resolution process.

The Superintendent or designee shall develop strategies for addressing bullying in schools with involvement of students, parents/guardians, and staff. Appropriate strategies may include the use of social services, mental health services, law enforcement, courts, and other agencies and community organizations in the development and implementation of effective strategies to promote safety in schools and the community.

Such strategies shall be incorporated into the comprehensive safety plan and, to the extent possible, into the local control and accountability plan and other applicable district plans.

Any complaint of bullying shall be investigated and, if determined to be discriminatory, shall be resolved in accordance with and the district's uniform complaint procedures specified in Board Policy 5141. During the investigation, it is determined that a complaint is about nondiscriminatory bullying, the principal or designee shall inform the complainant and shall take all necessary actions to resolve the complaint.

Any employee who reports or engages in bullying or retaliation related to bullying shall be subject to disciplinary action, up to and including dismissal.

Legal Reference:

EDUCODE

Translation of notices

5141 Local control and accountability plan

PEUDE

Definition of hate crime

5141 Use of force or other instrument to invade person's privacy; indecent exposure

5141 Use of force or other instrument to invade person's privacy; indecent exposure

Electronic communication devices, threats to safety

CDREMS

5141 Uniform complaint procedures

UN SACDE, 51

254 Universal service discounts (e-rate)

CODE OF FEDERAL REGULATIONS, TITLE 28

35.107 Nondiscrimination on basis of disability; complaints

CODE OF FEDERAL REGULATIONS, TITLE 34

104.7 Designation of responsible employee for Section 504

106.8 Designation of responsible employee for Title IX

110.25 Notification of nondiscrimination on the basis of age

COURT DECISIONS

Wynar v. Douglas County School District, (2013) 728 F.3d 1062

J.C. v. Beverly Hills Unified School District, (2010) 711 F.Supp.2d 1094

Lavine v. Blaine School District, (2002) 279 F.3d 719

Management Resources:

CSBA PUBLICATIONS

Final Guidance: AB 1266, Transgender and Gender Nonconforming Students, Privacy, Programs, Activities & Facilities, Legal Guidance, March 2014

Providing a Safe, Nondiscriminatory School Environment for Transgender and Gender-Nonconforming Students, Policy Brief, February 2014

Addressing the Conditions of Children: Focus on Bullying, Governance Brief, December 2012

Policy WEST CONTRA COSTA UNIFIED SCHOOL DISTRICT
adopted: December 18, 2019 Richmond, California