



# HUENEME ELEMENTARY SCHOOL DISTRICT

*"Inspiring and empowering every student to thrive every day."*

205 N. Ventura Road, Port Hueneme, CA 93041-3065 • [www.hueneme.org](http://www.hueneme.org) • 805-488-3588

DR. CHRISTINE WALKER  
Superintendent

HELEN COSGROVE  
Associate Superintendent

DAVID RAGSDALE  
Associate Superintendent

DAVID CASTELLANO  
Assistant Superintendent

## **DISTRICT POLICIES ON DISCRIMINATION, HARASSMENT, INTIMIDATION, BULLYING AND SEXUAL HARASSMENT**

The Hueneme Elementary School District is committed to providing a working and learning environment free from discrimination, harassment, intimidation, bullying and sexual harassment. The District's Policies on discrimination, harassment, intimidation, bullying and sexual harassment (Board Policies 5131.2, 5145.13, 5145.3, 5145.7, 5145.9, 4119.11, 4219.11, 4319.11 0410) can be accessed from the District's website at [www.hueneme.org](http://www.hueneme.org). Copies of the policies are also available at school and district offices.

The District prohibits discrimination, harassment, intimidation, bullying and sexual harassment based on actual or perceived ancestry, age, color, disability, gender, gender identity, gender expression, immigration status, nationality, parental status, pregnancy status, race or ethnicity, religion, sex, sexual orientation, or association with a person or a group with one or more of these actual or perceived characteristics in all educational programs, school related or school sponsored activities, school attendance or employment policies which may have an impact or create a hostile environment at school as required by Title IX of the 1972 Education amendments, Section 504 of the Rehabilitation Act of 1973, the Americans with Disabilities Act, the California Fair Employment and Housing Act, and other applicable laws and regulations.

Unlawful discrimination, including discriminatory harassment, intimidation, bullying or sexual harassment, may result from physical, verbal, nonverbal, or written conduct based on any of the categories listed above. Unlawful discrimination also includes the creation of a hostile environment through prohibited conduct that is so severe, persistent, or pervasive that it affects a student's ability to participate in or benefit from an educational program or activity; creates an intimidating, threatening, hostile, or offensive educational environment; has the effect of substantially or unreasonably interfering with a student's academic performance; or otherwise adversely affects a student's educational opportunities.

Unlawful discrimination also includes disparate treatment of students based on one of the categories above with respect to the provision of opportunities to participate in school programs or activities or the provision or receipt of educational benefits or services.

The District also prohibits any form of retaliation against any individual who reports or participates in the reporting of unlawful discrimination, files or participates in the filing of a complaint, or investigates or participates in the investigation of a complaint or report alleging unlawful discrimination. Retaliation complaints shall be investigated and resolved in the same manner as a discrimination complaint.

Students who engage in unlawful discrimination, including discriminatory harassment, intimidation, retaliation, bullying or sexual harassment, in violation of law, Board policy, or administrative regulation shall be subject to appropriate consequence or discipline, which may include suspension or expulsion when the behavior is severe or pervasive as defined in Education Code 48900.4. Any employee who permits or engages in prohibited discrimination, including discriminatory harassment, intimidation, retaliation, bullying or sexual harassment, shall be subject to disciplinary action, up to and including dismissal.

For questions or concerns regarding discrimination, harassment, intimidation, bullying or sexual harassment, please contact the District' Discrimination, Equity, and Title IX Compliance Officer: Irma Melgoza-Vasquez, Senior Director of Student Support Services at (805) 488-3588, Ext. 9220, [imelgoza@hueneme.org](mailto:imelgoza@hueneme.org).

For inquiries about District policies and procedures related to students, please contact Irma Melgoza-Vasquez, Senior Director of Student Support Services at (805) 488-3588, Ext. 9220, [imelgoza@hueneme.org](mailto:imelgoza@hueneme.org).

For inquiries about District policies and procedures related to employees, contact David Castellano, Assistant Superintendent of Human Resources at (805) 488-3588, Ext. 9300, [dcastellano@hueneme.org](mailto:dcastellano@hueneme.org).

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