

INAPPROPRIATE CLOTHING

Students are expected to wear clothing that is appropriate for school. Garments that are a distraction to the educational environment are not permitted. Examples of inappropriate items include, but are not limited to the following:

- Bare midriff or bathing suit tops
- Halter, strapless or tube tops (tops/dresses must have 2 shoulder straps that connect the front to the back of the garment)
- See through clothing and tops with oversized neck or arm openings
- Low cut or revealing blouses or shirts (tops must have straps and considered within boundaries of good taste)
- Clothing not sufficient to conceal undergarments
- Sleeveless undershirts, muscle shirts.
- Pajama bottoms.
- Dresses, shorts and skirts too short to be considered within the bounds of good taste
- Clothing, accessories, jewelry, badges, monikers, emblems, symbols, or signs that may be suggestive or offensive, that are considered gang or tagging related, that make reference to drugs, sex, alcohol, tobacco products, violence, weapons, vulgarity, nudity, racial supremacy, or other antisocial behavior is not permitted. (i.e. clothing containing the Iron Cross such as Independent/Skin)

CLOTHING FIT AND STYLE

Students must wear clothing that is appropriately sized. Pants must fit and are to be worn around the waist and in such a manner that undergarments do not show. "Sagging" is not permitted.

HAIRSTYLES AND TATTOOS

Tattoos that depict anything prohibited in these rules must be covered at all times. Hairstyle and make-up may not be fashioned in a manner so as to create a distraction to the learning environment.

HATS OR OTHER HEADWEAR

Headwear may not be worn in classrooms. Hats

must be worn with the **bill facing forward**. The school administration, at its discretion, may approve head coverings worn for medical or religious purposes. Inappropriate headwear will be confiscated and will only be returned to the parent or guardian.

DRESS CODE VIOLATION CONSEQUENCES

Students whose attire is inappropriate shall be required to call parents to bring a change of clothes or take them home to change. Acts of defiance and disruption of the educational process may result in disciplinary actions, including suspension and/or expulsion. Consequences for violating this dress code are:

1st offense: change of clothing and warning

2nd offense: detention and parent contact

3rd offense: Saturday school and parent contact

The final decision as to whether a student's dress is in alignment with the spirit and intent of the policy and therefore appropriate for school shall be made by the administration.

Definition of Sexual Harassment

California and Federal laws define sexual harassment as unwanted sexual advances, or unwanted visual, verbal, or physical conduct of a sexual nature. Such offensive behavior includes, but is not limited to, the following:

- a. Unwanted sexual advances, including propositioning and requests for sexual favors, or repeatedly asking someone out for a date after it is clear that the person is not interested.
- b. Explicitly or implicitly offering employment or academic benefits in exchange for sexual favors.
- c. Making or threatening reprisals after a negative response to sexual advances.
- d. Visual conduct: leering; making sexual gestures; displaying sexually suggestive objects, pictures, cartoons, or posters.
- e. Verbal conduct: Making or using derogatory comments, epithets, slurs, or jokes; making sexually based remarks about another's or one's own body.
- f. Verbal abuse of a sexual nature, graphic verbal commentaries about an individual's body, sexually

degrading words used to describe an individual, suggestive or obscene letters, notes or invitation.

g. Physical conduct: Touching, assaulting, impeding or blocking movement.

h. Basing employment or academic benefit on whether or not a person submits to behavior such as described in items (a) through (g) above.

i. Unwelcome behavior as set forth in items (a) through (g) above which has the purpose or effect of having a negative impact upon the individual's work or academic performance, or of creating an intimidating, hostile, or offensive work or educational environment.

POLICY ON SEXUAL HARASSMENT OF OR BY STUDENTS

EDUCATION CODE Sections 48980 (g) and 231.5, Board Policy 5145.7 (a)

1.1 The Riverside Unified School District Board of Education is committed to maintaining a learning environment that is free of harassment. The Board prohibits the unlawful sexual harassment of any student by any employee, student or other person at school or at any school-related activity.

1.2 The Superintendent or designee shall ensure that students receive age-appropriate information related to sexual harassment. Students shall be assured that they need not endure any form of sexual behavior or communication, including harassment because of sexual orientation. They shall further be assured that they need not endure, for any reason, any harassment, which impairs the educational environment or a student's emotional well-being at school.

1.3 Any student who engages in the sexual harassment of anyone at school or a school-related activity shall be subject to disciplinary action. For students in grades K-3, this disciplinary action shall depend on the maturity of the students and the circumstances involved. For students in grades 4 through 12, the disciplinary action may include suspension and/or expulsion.

1.4 Any employee who engages in, permits or fails to report sexual harassment shall be subject to disciplinary action up to and including dismissal. In addition, criminal or civil charges may be brought against the alleged harasser; sexual

harassment also may be considered a violation of laws relating to child abuse.

1.5 Students shall be informed that they should immediately contact a staff member if they feel they are being harassed. Within 24 hours, staff shall report complaints of sexual harassment to the principal or designee or to another district administrator. Staff shall similarly report any such incidents they may observe, even if the harassed student has not complained.

1.6 The principal or designee shall immediately investigate any report of the sexual harassment of a student. Upon verifying that sexual harassment occurred, he/she shall ensure that appropriate action is promptly taken to end the harassment, address its effects on the person subjected to the harassment, and prevent any further instances of the harassment. In addition, the student may file a formal complaint with the Superintendent or designee in accordance with the district's uniform complaint procedure.

1.7 The district prohibits retaliatory behavior against any complainant or any participant in the complaint process. Information related to a complaint or sexual harassment shall be confidential to the extent possible, and individuals involved in the investigation of such a complaint shall not discuss related information outside the investigation process.

This sexual harassment policy is intended to protect against sexual harassment before it becomes actionable sexual harassment. The term "sexual harassment" is intended to mean sexual harassment in the broadest meaning of that term in current popular as well as legal usage.

STUDENTS

California Education Code Section 48900.2 specifies that a student may be suspended from school or recommended for expulsion if the superintendent or principal of the school in which the student is enrolled determines that the student has committed sexual harassment as described in California Education Code Section 212.5.

For purposes of this policy, the conduct must be considered by a reasonable person of the