

## **SEXUAL VIOLENCE AND SEXUAL HARASSMENT TOWARDS STUDENTS PROHIBITED**

### **Procedure 3205P**

The procedure is intended to set forth the requirements of Policy 3205, including the process for a prompt, thorough, and equitable investigation of allegations of sexual harassment, including sexual violence, and the need to take appropriate steps to resolve such situations. If sexual violence or harassment is found to have created a hostile environment, staff must take immediate action to eliminate the behaviors, prevent its reoccurrence, and address its effects.

This procedure applies to sexual violence and sexual harassment targeted at students carried out by other students, employees or third parties involved in school district activities. Because students can experience the continuing effects of off-campus violence or harassment in the educational setting, the district will consider the effects of off-campus conduct when evaluating whether there is a hostile environment on campus. The district has jurisdiction over these complaints pursuant to Title IX of the Education Amendments of 1972, Chapter 28A.640, RCW and Chapter 392-190 WAC.

#### **Notes about this procedure**

- The District acknowledges that sexual harassment is one type of sexual violence that is addressed in schools. Although the term sexual harassment includes sexual violence, it is important to specifically name sexual violence in our policies. This is because the response to sexual violence, like sexual assault, is slightly different than for other types of sexual harassment. For these reasons, we refer in this procedure and in its related policy (3205) to “sexual violence and sexual harassment” rather than just “sexual harassment,” which would be inclusive of sexual violence.
- There are two types of complaint processes outlined in this procedure: formal and informal. If a person files an informal complaint, they should be informed about the formal complaint process. Informal complaints may follow the same process as a formal complaint, if administrators determine that this is necessary. Student safety and a trauma-informed response are prioritized as the first steps in these procedures and should be prioritized as the complaint process moves forward.
- Complainants or the targeted person has the right to have a support person, either a trusted adult or an advocate from a community-based organization, attend meetings and hearings related to the complaint.

#### **Notice**

- District administrators will provide signage for each building with information about the Sexual Violence and Sexual Harassment Policy (Policy 3205), including how to file a report and the email and phone number of the Title IX Coordinator (also the Human Resources Supervisor)
- Building administrators will ensure that signage is posted in the building they supervise, in a place that is clearly visible to staff, students, parents, volunteers and visitors.
- District administrators will ensure that information about policy 3205 is included in each student, staff, volunteer and parent handbook.

### **Confidentiality**

- If a complainant requests that his or her name not be revealed to the accused person or asks that the district not investigate or seek action against them, the request will be forwarded to the Student Services Director for evaluation.
- The Student Services Director should inform the complainant that every effort will be made to maintain confidentiality and that honoring the request may limit the district's ability to respond fully to the incident, including pursuing disciplinary action against the accused person.
- If the complainant still requests that his or her name not be disclosed, the district will need to determine whether or not it can honor such a request while still providing a safe and nondiscriminatory environment for all students, staff and other third parties engaging in district activities. Although a complainant's request to have his or her name withheld may limit the district's ability to respond fully to an individual allegation of sexual harassment, the district will use other available strategies to address the alleged sexual violence or harassment.

### **Retaliation**

Retaliation against any person who makes or is a witness in a sexual violence or harassment complaint is prohibited and will result in appropriate discipline. The district will take action to protect involved persons from retaliation.

When an informal or formal complaint of any type of sexual harassment, including sexual violence, is made, the district will take steps to stop further harm and prevent retaliation against the person who made the complaint, was the subject of the violence or harassment, or against anyone who provided information as a witness. The district will investigate all reports of retaliation and take action to remediate if accusations are founded.

It is a violation of this policy to knowingly report false allegations of sexual violence or harassment. In these rare cases, the district will determine appropriate actions to address any persons found to knowingly report or corroborate false allegations, including referring them to counseling or support.

### **Prevention Education, Training and Orientation**

The district will implement a range of prevention and training strategies that include individual, classroom, school, and district-level approaches.

A fixed component of all district orientation sessions for staff, students and regular volunteers will introduce the elements of this policy. Staff and students will be provided information on recognizing and preventing sexual violence and sexual harassment, their rights and how to file a complaint, as well as their responsibilities in contributing to safe learning environments. Staff will be fully informed of the formal and informal complaint processes and their roles and responsibilities under the policy and procedure. Staff will also be trained annually on the Relationship Abuse and Sexual Violence Response Protocol and the protocol will be available on the district's website.

Certificated staff will be reminded of their legal responsibility to report suspected child abuse, and how that responsibility may be implicated by some allegations of sexual violence and sexual harassment. Regular volunteers will get the portions of this component of orientation relevant to their rights and

responsibilities. Staff members will also be offered training on trauma, trauma-informed responses to Adverse Childhood Experiences (ACEs), and creating positive, safe school and classroom climates. As part of the information on the recognition and prevention of sexual violence and sexual harassment staff members will receive definitions and examples of specific behaviors that would be considered sexual violence and sexual harassment. See the related policy, 3205, for such examples and definitions.

Students will be provided with evidence-based prevention programs that are designed to: increase social competency, including empathy; support healthy communication and consent; improve school climate; promote healthy relationships and respect for personal boundaries; and eliminate sexual violence and sexual harassment in schools. All students will receive age-appropriate dating and sexual violence prevention training at least once in their middle school and at least once in their high school educational experiences. Prevention education with students will include information about this policy, the definition of sexual violence and sexual harassment, as well as information about power, coercion, healthy relationships, and consent.

Annually, families will be informed of resources related to talking with children about power, coercion, healthy relationships, and consent, in an effort to support parents and guardians in participating in the prevention of these issues.

### **Policy and Procedure Review**

Annually, the superintendent or designee will convene an ad hoc committee composed of representatives of certificated and classified staff, volunteers, students and parents to review the use and efficacy of this policy and procedure. The Title IX Coordinator (also Human Resources Supervisor) will be included in the committee. Community-based organizations should also be consulted, when possible.

Based on the review of the committee, the superintendent will prepare a report to the board including, if necessary, any recommended policy changes. The superintendent will consider adopting changes to this procedure if recommended by the committee.

### **Staff Responsibilities**

Staff are responsible for contributing to positive school climates and for responding to sexual violence and sexual harassment in the classroom and in the areas where they interact with or observe students. Effective behavioral interventions can prevent one incident from contributing to an unsafe learning environment. Some sexual harassment can be interrupted with Positive Behavioral Interventions, using the “name, claim, and explain” strategy, especially when the incident is not targeted at a specific person. For example, if a student uses an inappropriate word for a body part, a teacher could say: “I heard you use the word \_\_\_\_\_. I do not allow that word to be used in this classroom. It is offensive to many people, including myself, and could make some students feel degraded or unsafe. Please do not use that word again.”

If there is an incident or incidents where a specific student has been harmed by sexual violence or harassment, or where there is an unsafe learning environment because of the incident(s), they will follow the steps below before initiating the complaint process.

For a reported SEXUAL ASSAULT:

Staff members should follow the “Relationship Abuse and Sexual Violence Protocol” (also available on the website at **(INCLUDE LINK)**).

**1. BELIEVE, SUPPORT, & VALIDATE**

(see examples below)

**3.** Determine if a CPS or Police **REPORT** is required or requested (see policy # \_\_\_\_\_)

**2. TELL THE STUDENT** you are going to contact the School Counselor and Principal

**4.** Contact the **SCHOOL COUNSELOR and PRINCIPAL**

**Believe, Support, and Validate:**

- This sounds like **A DIFFICULT EXPERIENCE**
- **I’M REALLY SORRY** to hear this has happened to you
- This was **NOT YOUR FAULT**
- You deserve to be treated with **RESPECT**
- **I AM HERE TO HELP**, please go on
- What do **YOU** need?
- Are you okay? Do you need **MEDICAL ATTENTION**?
- Do you feel **SAFE**?
- **I BELIEVE YOU**
- I’m **SO GLAD** you came to talk to me
- **THIS IS IMPORTANT**
- I know this must be uncomfortable. Please **TAKE YOUR TIME**.
- If you want to talk about this again, **YOU CAN TALK TO ME**.

If a report to law enforcement or CPS is required, the staff member will follow the mandated reporting steps in the “Relationship Abuse and Sexual Violence Response Protocol”:

**MANDATED  
REPORTERS should:**

*(SEE POLICY # \_\_\_\_\_)*

1. **TELL THE STUDENT** that you are required to make a report to law enforcement or CPS, and invite the student to participate in report
2. **DO NOT INVESTIGATE** the report
3. **INFORM** your administrator
4. **REPORT** to CPS or Law Enforcement
5. Offer to have a **DVSAS OR LUMMI VICTIMS OF CRIME (LVOC) ADVOCATE** meet with the victim **DURING THE POLICE OR CPS INTERVIEW**
6. **CALL DVSAS OR LVOC** to inform them of time/location of the interview
7. Take down **CONTACT INFORMATION** of the people responding, and ask about the best way to follow up

The School Counselor and Principal will work together to make initial contact with the targeted student immediately and follow the steps outlined in the “Relationship Abuse and Sexual Violence Response Protocol” **(INCLUDE LINK)**:

**The SCHOOL COUNSELOR and/or PRINCIPAL should:**

- 1. REACH OUT TO THE STUDENT** who has experienced abuse or assault
- 2. BELIEVE, SUPPORT, & VALIDATE** the student
- Ensure that the student has their **IMMEDIATE MEDICAL AND SAFETY NEEDS MET**, including notification of the right to a free medical/forensic exam at St. Joseph’s Hospital
- 4. GIVE THE STUDENT INFORMATION** about what’s next: that you are going to **CALL A DVSAS OR LUMMI VICTIMS OF CRIME (LVOC) ADVOCATE** who can meet with them to provide support and information
- Ask the student if they would like to **INVOLVE THEIR PARENT(S) OR GUARDIAN(S)**: would their parents be supportive and would it be safe to include them?
- 6. CALL DVSAS OR LVOC SCHOOL ADVOCATE** to speak with the student on the phone and set up a time to meet at school
- 7. SHARE DVSAS AND LVOC CONTACT INFORMATION** with the student
- Work with the student (and advocate) to set up **IMMEDIATE & ONGOING ACCOMODATIONS** - Explore accommodation options for the student accused of violence before the student victim
- 9. FOLLOW-UP** with the original staff involved, CPS, law enforcement, DVSAS advocate, etc.

For incidents of SEXUAL HARASSMENT:

1. Ask about the student's current emotional and physical safety needs
2. Notify the principal of the incident immediately
3. School district personnel (an administrator or counselor) will connect with the targeted student immediately and, if safe to do so, their parents or guardians, to share information about options and next steps, coordinate support services with community-based agencies, and to create a safety plan at school.
4. The school principal immediately informs:
  - 1) the Title IX/Civil Rights Compliance Coordinator (a role assigned to the Human Resources Supervisor) so that the district can respond appropriately to the incident; and
  - 2) law enforcement, if a crime has occurred. If law enforcement is going to be notified, the principal will notify the student (and their parent/guardians, if safe to do so).
5. The principal will notify the targeted student(s) (and their parents/guardians, if safe to do so,) of their right to file a criminal complaint and a school district complaint simultaneously.

### **Informal Complaint Process**

Anyone may use informal procedures to report and resolve complaints of sexual violence or harassment. Informal reports may be made to any staff member.

All staff members who receive a complaint will:

1. Ask about the student's current emotional and physical safety needs.
2. Ask if the student would like to remain anonymous (confidential report) or if they wish to use their name
  - a. If they wish to remain anonymous → inform them that their complaint will still be taken seriously, but that this may limit the district's ability to respond.
3. Ask if the student wants to make a formal complaint.
  - a. If yes → share the process for this (page 9).
4. Connect them with the Principal within 1 school day to help them determine their next steps.

The Principal (or, if that person is the accused person, the Title IX Coordinator) will:

5. Take prompt and effective steps to end any violence or harassment and to correct any discriminatory effects on the complainant;
6. Take interim measures to create safety for the targeted student before the final outcome of the district's investigation, if one is required.

Examples of safety options to consider with the input of the targeted student include:

- An opportunity for the complainant to communicate to the accused person that their conduct is unwelcome, offensive or inappropriate, and how that behavior impacted them, either in writing or face-to-face;
  - A statement from a staff member to the accused person that the conduct is not appropriate and could lead to discipline if proven or repeated;
  - A general public statement from an administrator reviewing the district sexual violence and harassment policy without identifying the complainant;
  - Developing a safety and support plan for the targeted student;
  - Separating the accused person from the person who was targeted;
  - Staff and/or student training;
  - Changing class schedules, locker locations, or lunch periods of the accused person so that they are not in the same vicinity as the targeted person;
  - Assessing safety in identified school campuses/spaces and increasing monitoring, if appropriate;
  - Communicating to the accused person that acts of retaliation for reporting are prohibited and will be handled seriously;
  - Requesting that the complainant take screen shots of any retaliation or further harmful communication that they receive through technology;
  - Other reasonable actions or accommodations requested by the students who has experienced the violence or harassment.
7. Notify complainants of their right to file and how to file a formal complaint;
  8. Connect the person to the Human Resources Supervisor/Title IX Coordinator at:  
**(INCLUDE DISTRICT ADDRESS AND PHONE NUMBER)**
  9. Inform the targeted student that the district may be required to report the incident to law enforcement;
  10. Determine whether or not to inform their supervisor. Reasons to inform their supervisor: to problem-solve significant safety concerns, if a law enforcement report is required, or if resolving the complaint is beyond their training. The principal will consider confidentiality as an important part of trauma-informed responses in determining whether it is required to disclose the names of students to a supervisor.

Informal complaints may become formal complaints at the request of the complainant, parent/guardian, or because the district believes the complaint needs to be more thoroughly investigated.

The District will inform the complainant and their parent/guardian how to report any subsequent problems, including any retaliation. Additionally, the district will conduct follow-up inquiries to see if there have been any new incidents, and to promptly respond to and address continuing or new problems. Follow-up inquiries will follow a timeline agreed to by the district and complainant.



## **Formal Complaint Process**

### **Level One – Complaint to District**

Anyone may initiate a formal complaint of sexual violence or sexual harassment, even if the informal complaint process is being utilized. At any level in the formal complaint process, the district will take interim measures to protect the complainant before the final outcome of the district's investigation.

The following process will be followed:

#### **1. Filing of Complaint**

A formal complaint must be made in writing, describing specific acts, conditions or circumstances that the complainant experienced or witnessed that constitute sexual violence or sexual harassment.

- a. The Title IX Coordinator may draft the complaint based on the report of the complainant for the complainant to review and approve. The superintendent or Title IX Coordinator may require an investigation based on available information, regardless of the complainant's interest in filing a formal complaint.
- b. Complaints must be filed within one year from the date of the described incident. However, a complaint filing deadline may be extended if the complainant was prevented from filing due to: 1) Specific misrepresentations by the district that it had resolved the problem forming the basis of the complaint; or 2) Withholding of information that the district was required to provide under WAC 392-190-065 or WAC 392-190-005. 3) threats or fear of retaliation by the person accused of sexual violence or sexual harassment
- c. Complaints may be submitted by mail, fax, e-mail or hand-delivery to the district Human Resources Supervisor who is also the Title IX Coordinator, at the District Administration Office. Any district employee who receives a complaint that meets these criteria will promptly notify the Coordinator.

#### **2. Investigation by Title IX Coordinator**

The Title IX Coordinator investigates all formal, written complaints of sexual violence or harassment, as well as informal complaints that they determine to require further investigation. The Coordinator will delegate their authority to participate in this process in the event of a potential conflict of interest.

When a formal complaint is filed, the Coordinator will provide the complainant a copy of this procedure, along with their rights, and inform the Superintendent of the complaint.

Investigations will be adequate in scope, reliable and impartial. During the investigation process, the complainant and accused party or parties, if the complainant has identified an accused person(s), will have an equal opportunity to

present witnesses and relevant evidence. Student safety will be prioritized and supported by administrators throughout the duration of pending investigations.

Investigations will conclude within 30 calendar days of the complaint, unless exceptional circumstances related to the complaint require an extension of the time limit. In the event an extension is needed, the Superintendent will notify the complainant and their parent/guardian(s) in writing of the reason for the extension and the anticipated response date.

Complainants and witnesses may choose to have a trusted adult and/or an advocate from DVSAS or Lummi Victims of Crime with them during any district-initiated investigatory activities. The school district and complainant may also agree to resolve the complaint in lieu of an investigation.

### **3. Reporting Findings**

When the investigation has been completed, the Title IX Coordinator/Human Resources Supervisor will compile a full written report of the complaint and the results of the investigation. This report will be shared with the Superintendent, who will provide a response as outlined below.

### **4. Superintendent Response**

The Superintendent will:

- a) Respond in writing to the complainant and the alleged perpetrator within thirty (30) calendar days of receipt of the complaint, unless exceptional circumstances related to the complaint require an extension of the time limit. In the event an extension is needed, the district will notify the complainant in writing of the reason for the extension and the anticipated response date.
- b) Send a copy of the response to the complainant to the Office of the Superintendent of Public Instruction.

The response of the superintendent will include: 1) a summary of the results of the investigation; 2) a statement as to whether a preponderance of the evidence establishes a finding of sexual violence or harassment ; 3) an explanation of any corrective measures that the district will take, including available interventions for the complainant (e.g., sources of counseling, advocacy and academic support), preventative measures to create safety in the future, and notice of potential sanctions for the perpetrator(s) (e.g., discipline) ; 4) notice of the complainant's right to appeal to the school board and the necessary filing information.

The superintendent's or designee's response will be provided in a language the complainant can understand and may require language assistance for those with limited English proficiency in accordance with Title VI of the Civil Rights Act of 1964. If the complaint alleges discriminatory harassment by a named party or

parties, the Title IX Coordinator/Human Resources Supervisor will provide the accused party or parties with notice of the outcome of the investigation and notice of their right to appeal any discipline or corrective action imposed by the district.

- c) The district will inform the complainant and their parent/guardian about how to report any subsequent problems and about relevant local community support agencies. Additionally, the district will conduct follow-up inquiries to see if there have been any new incidents or instances of retaliation, and to promptly respond and appropriately address continuing or new problems. Follow-up inquiries will follow a timeline agreed to by the district and complainant.

#### **5. Corrective measures**

Corrective measures will be instituted as quickly as possible, but in no event more than thirty (30) days after the superintendent's mailing of a written response, unless the accused is appealing and the district is barred by due process considerations or a lawful order from imposing the discipline until the appeal process is concluded. Staff may also pursue complaints through the appropriate collective bargaining agreement process or anti-discrimination policy.

### **Level Two - Appeal to Board of Directors**

#### **Notice of Appeal and Hearing**

- If a complainant disagrees with the superintendent's or designee's written decision, the complainant may appeal the decision to the district board of directors, by filing a written notice of appeal with the secretary of the board within ten (10) calendar days following the date upon which the complainant received the response.
- The board will schedule a hearing to commence by the twentieth (20th) calendar day following the filing of the written notice of appeal, unless otherwise agreed to by the complainant and the superintendent or for good cause.
- Both parties will be allowed to present such witnesses and testimony as the board deems relevant and material.

#### **Board Decision**

- Unless otherwise agreed to by the complainant, the board will render a written decision within thirty (30) calendar days following the filing of the notice of appeal and provide the complainant with a copy of the decision.
- The decision will be provided in a language that the complainant can understand which may require language assistance for complainants with limited English proficiency in accordance with Title VI of the Civil Rights Act.
- The decision will include notice of the complainant's right to appeal to the Superintendent of Public Instruction and will identify where and to whom the appeal must be filed. The district will send a copy of the appeal decision to the office of the superintendent of public instruction.

### **Level Three - Complaint to the Superintendent of Public Instruction**

#### **Filing of Complaint**

- If a complainant disagrees with the decision of the board of directors, or if the district fails to comply with this procedure, the complainant may file a complaint with the Superintendent of Public Instruction (include contact information)
- A complaint must be received by the Superintendent of Public Instruction on or before the twentieth (20) calendar day following the date upon which the complainant received written notice of the board of directors' decision, unless the Superintendent of Public Instruction grants an extension for good cause. Complaints may be submitted by mail, fax, electronic mail, or hand delivery.
- A complaint must be in writing and include: 1) A description of the specific acts, conditions or circumstances alleged to violate applicable anti-sexual harassment laws; 2) The name and contact information, including address, of the complainant; 3) The name and address of the district subject to the complaint; 4) A copy of the district's complaint and appeal decision, if any; and 5) A proposed resolution of the complaint or relief requested. If the allegations regard a specific student, the complaint must also include the name and address of the student, or in the case of a homeless child or youth, contact information.

#### **Investigation, Determination and Corrective Action**

- Upon receipt of a complaint, the Office of the Superintendent of Public Instruction may initiate an investigation, which may include conducting an independent on-site review. OSPI may also investigate additional issues related to the complaint that were not included in the initial complaint or appeal to the superintendent or board.
- Following the investigation, OSPI will make an independent determination as to whether the district has failed to comply with RCW 28A.642.010 or Chapter 392-190, WAC and will issue a written decision to the complainant and the district that addresses each allegation in the complaint and any other noncompliance issues it has identified. The written decision will include corrective actions deemed necessary to correct noncompliance and documentation the district must provide to demonstrate that corrective action has been completed.
- All corrective actions must be completed within the timelines established by OSPI in the written decision unless OSPI grants an extension. If timely compliance is not achieved, OSPI may take action including but not limited to referring the district to appropriate state or federal agencies empowered to order compliance.

A complaint may be resolved at any time when, before the completion of the investigation, the district voluntarily agrees to resolve the complaint. OSPI may provide technical assistance and dispute resolution methods to resolve a complaint.

#### **Level Four - Administrative Hearing**

A complainant or school district that desires to appeal the written decision of the Office of the Superintendent of Public Instruction may file a written notice of appeal with OSPI within thirty (30) calendar days following the date of receipt of that office's written decision. OSPI will conduct a formal administrative hearing in conformance with the Administrative Procedures Act, Chapter 34.05, RCW.

### **Other Complaint Options**

#### *Office for Civil Rights (OCR), U.S. Department of Education*

OCR enforces several federal civil rights laws, which prohibit discrimination in public schools on the basis of race, color, national origin, sex, disability, and age. File complaints with OCR within 180 calendar days of the date of the alleged discrimination.

206-607-1600 | TDD: 1-800-877-8339 | [OCR.Seattle@ed.gov](mailto:OCR.Seattle@ed.gov) | [www.ed.gov/ocr](http://www.ed.gov/ocr)

#### *Washington State Human Rights Commission (WSHRC)*

WSHRC enforces the Washington Law Against Discrimination (RCW 49.60), which prohibits discrimination in employment and in places of public accommodation, including schools. File complaints with WSHRC within six months of the date of the alleged discrimination.

1-800-233-3247 | TTY: 1-800-300-7525 | [www.hum.wa.gov](http://www.hum.wa.gov)

### **Mediation**

At any time during the complaint procedure set forth in WAC 392-190-065 through 392-190-075, a district may, at its own expense, offer mediation. The complainant and the district may agree to extend the complaint process deadlines in order to pursue mediation.

Mediation is not appropriate or recommended in many cases of sexual violence or sexual harassment, especially in the cases where the perpetrator and targeted student were or are currently involved in an intimate relationship. Effective mediation requires shared power that is not present in many of these relationships. Targeted students and/or their guardians may want to connect with an advocate to consider whether they want to participate in mediation and to request that an advocate be present at any mediation sessions.

The purpose of mediation is to provide both the complainant and the district an opportunity to resolve disputes and reach a mutually acceptable agreement through the use of an impartial mediator. Mediation must be entered into voluntarily, with fully informed consent, and requires the mutual agreement of both parties. It may be terminated by either party at any time during the mediation process. It may not be used to deny or delay a complainant's right to utilize the complaint procedures.

Mediation must be conducted by a qualified and impartial mediator who may not:

- 1) Be an employee of any school district, public charter school, or other public or private agency that is providing education related services to a student who is the subject of the complaint being mediated; or
- 2) Have a personal or professional conflict of interest. A mediator is not considered an employee of the district or charter school or other public or private agency solely because he or she serves as a mediator.

If the parties reach agreement through mediation, they may execute a legally binding agreement that sets forth the resolution and states that all discussions that occurred during the course of mediation will remain confidential and may not be used as evidence in any subsequent complaint, due process hearing or civil proceeding. The agreement must be signed by the complainant and a district representative who has authority to bind the district.

### **Other Resources**

Students and families should use the district's complaint and appeal procedures as a first response to sexual harassment or sexual violence. However, nothing in this procedure prevents a student, parent/guardian, school, or district from taking action to remediate discrimination or harassment based on a person's membership in a legally protected class under local, state or federal law.

A complaint may also be reported to the following state or federal agencies:

- OSPI Equity and Civil Rights Office  
360.725.6162  
Email: [equity@k12.wa.us](mailto:equity@k12.wa.us)  
[www.k12.wa.us/Equity/default.aspx](http://www.k12.wa.us/Equity/default.aspx)
- Washington State Human Rights Commission  
800.233.3247  
[www.hum.wa.gov/index.html](http://www.hum.wa.gov/index.html)
- Office for Civil Rights, U.S. Department of Education, Region IX  
206.607.1600  
Email: [OCR.Seattle@ed.gov](mailto:OCR.Seattle@ed.gov)  
[www.ed.gov/about/offices/list/ocr/index.html](http://www.ed.gov/about/offices/list/ocr/index.html)
- Department of Justice Community Relations Service  
877.292.3804  
[www.justice.gov/crt/](http://www.justice.gov/crt/)
- Office of the Education Ombudsman  
866.297-2597  
Email: [OEOinfo@gov.wa.gov](mailto:OEOinfo@gov.wa.gov)  
[www.governor.wa.gov/o eo/default.asp](http://www.governor.wa.gov/o eo/default.asp)
- OSPI Safety Center  
360.725-6044  
[www.k12.wa.us/SafetyCenter/BullyingHarassment/default.aspx](http://www.k12.wa.us/SafetyCenter/BullyingHarassment/default.aspx)

If a student is experiencing dating violence, sexual violence, sexual harassment, they may also

seek out services and support from these organizations:

- Domestic Violence and Sexual Assault Services of Whatcom County (DVSAS)  
Services and support for those impacted by relationship abuse and sexual violence  
360.715.1563  
[www.dvsas.org](http://www.dvsas.org)
- Lummi Victims of Crime  
Culturally specific services for Native survivors and their friends and family  
360.312.2015
- Love Is Respect  
An online resource for youth and their parents about teen dating violence and sexual assault  
[www.loveisrespect.org](http://www.loveisrespect.org)
- Northwest Youth Services- Queer Youth Project  
Services and support for youth who identify as LGBTQ+  
360.734.9862
- The Northwest Network of Bi, Trans, Lesbian, and Gay Survivors of Abuse  
Services for Survivors who identify as LGBTQ+  
206.568.7777  
[www.nwnetwork.org](http://www.nwnetwork.org)

**Board Review Date:**

\_\_\_\_\_ **School District**

*This project was supported by Grant No. 2015-CY-AX-0012 awarded by the Office on Violence Against Women, U.S. Department of Justice. The opinions, findings, conclusions, and recommendations expressed in this publication/program/exhibition are those of the author(s) and do not necessarily reflect the views of the Department of Justice, Office on Violence Against Women.*