



# MUHSD Practices for Preventing Harassment

## Committed & Engaged Leadership



- Clarity- harassment is unacceptable
- Allocating resources
- Personnel time- dedicated training
- Evaluation of effectiveness of practices

- Clear messaging regarding investigation & follow-up
- Alignment of discipline policy, penal code & Title IX regulations

## Consistent & Demonstrated Accountability



## Strong & Comprehensive Harassment Policies



- Policies updated to reflect new regulations & guidance

- Complaint procedures clear
- Investigation processes consistent
- Accessible to parents, staff, students
- Multiple languages

## Trusted & Accessible Complaint Procedures



## Regular, Interactive Training Tailored to Audience



- Annual training for all admin (recognizing, receiving, responding, investigation & follow-up)
- Organizational power structures
- Training for teachers
- Freshman health class for students
- Flyer & training for parents

- Title IX Coordinator creates log of complaints
- Title IX Coordinator oversees site and district confidential documentation system, including effective communications with parents, corrective plans and follow-up, appropriate use of personnel files

## Maintaining Consistent and Appropriate Documentation



## Proactive Efforts to Check, Address and Modify "Culture and Climate" issues



- Implement culture and climate assessment tools
- Consider multicultural issues
- Focus on prevention by including involvement of all genders in prevention efforts
- Consider "bystander" interventions and training