

Recommendations to Improve BUSD Approach/Response to Issues of Sexual Misconduct

Presented to the PTA Council 2-24-2020

These recommendations were developed by long standing non-school staff members of the BUSD Sexual Harassment Advisory Committee (SHAC). These are intended to both facilitate BUSD's compliance with federal Title IX law and to build BUSD's capacity and capability to deliver the services and supports students' need to improve school climate on a sustained basis, in order to reduce incidents, navigate and/or report incidents when they occur, to ensure that incidents are promptly and properly investigated, and to ensure that student safety is promptly and properly implemented until corrective remedies or discipline are applied. These support and may be additional to student demands presented at School Board Meeting 2/19/2020.

Immediate Response to the Current Crisis.

These are based on suggestions by internal BUSD Title IX staff since 2017 and were expanded to include both Middle School and grades 4-5. CA Education Code identifies students in the fourth grade as capable of sexual misconduct.

1. **SET UP Hotline ASAP with Presidium or similar service** to take either anonymous or direct reports of sexual assault and to refer reporting parties to appropriate resources. This would demonstrate BUSD acknowledgement of the enormity of the problem and its lack of sufficient in-house and contracted resources to support students. In 2019 the Title IX office investigated over 200 uniform complaints or informal reports of sexual misconduct.
2. **SEND a mass email and paper mailing to students' homes** informing the entire BUSD community (K-12 students, parents, faculty and staff) as to availability of the hotline and its purpose.
3. **ASSEMBLE a team of Title IX Trained Investigators** to review hotline reports and determine which ones require investigation. This requires personnel who know Title IX law and processes.
4. **LAUNCH Title IX Staff Training** such as EVERFI for all "Responsible Employees (RE)" to ensure consistent understanding of online harassment, discrimination and retaliation dynamics and the obligations of the institution to respond. RE's are any employees who have the authority to:
 - 1) Take action to redress the harassment,
 - 2) Have the duty to report harassment or other misconduct to appropriate officials,
 - 3) RE's whom a student could reasonably believe have such authority and responsibility.
5. **CREATE and DISSEMINATE widely a written notification of Rights and Reporting Options** -- including confidentiality options -- for students and parent/guardians.
6. **DEVELOP and DELIVER age-appropriate differentiated training ASAP** for students grades 4 through 12 using external providers or qualified internal expert resources.

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