

OUSD's Modified Sexual Harassment Policy

Why We Need It

A map of California with county boundaries. The county containing Oakland (Alameda County) is highlighted in red. The rest of the map is white with black outlines, set against a brown background.

Oakland is one of the worst regions of sexual exploitation in the country.

Sexual Exploitation

Oakland, CA is a thriving underage sex market, and is the epicenter of a trafficking triangle between San Francisco & Contra Costa counties. From 2011 to 2016, Oakland Police Department:

- 46% of all prosecuted human trafficking cases in California since 2011 came from the Alameda District Attorney's office.
- Rescued 273 children through 258 operations
- Found most cases involved multiple traffickers and child victims

...entering the school-to-prison pipeline at higher rates.

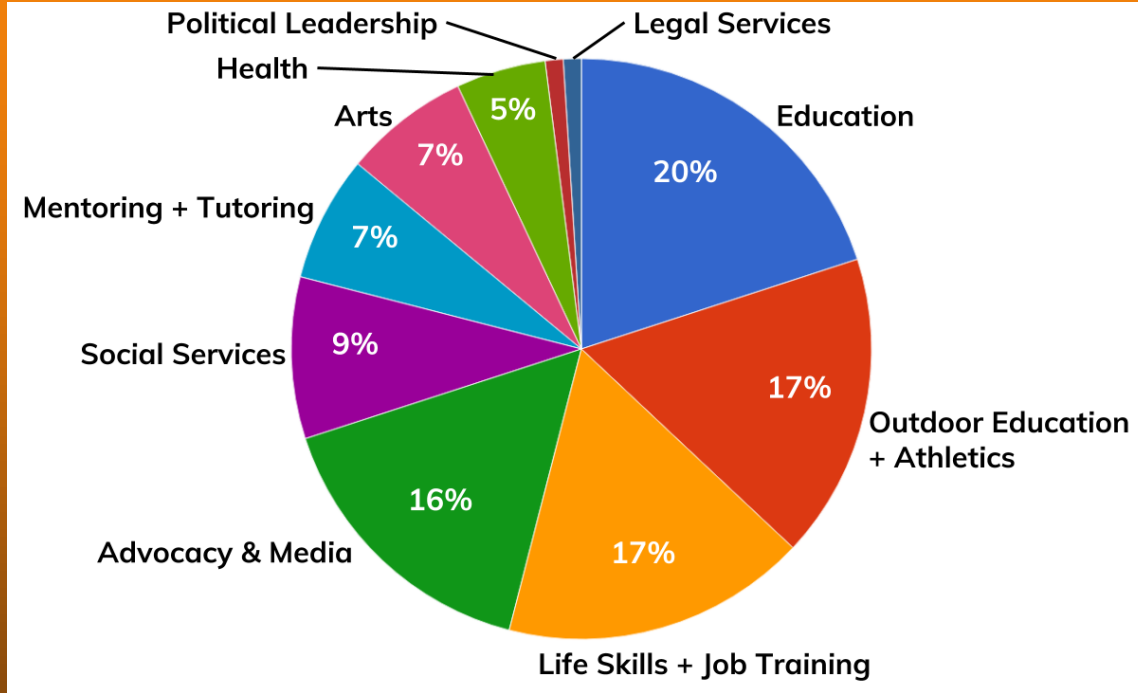




In OUSD Middle and High Schools, while African American female students make up 32% of the student body, they make up 65% of suspensions.

AFG - OUSD Partnership

Who We Are



100 organizations serving 300,000 girls and young women every year in the Bay Area

29 organizations are based in Oakland

The Research

74 Girls of Color

Focus Groups in
9 OUSD Schools



Photo Credit: Techbridge

Valuing Girls' Voices

Lived Experiences of **Girls of Color**
in Oakland Unified School District

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The Need to Lift Up and Inform the Current Policy

- Provides more resolution tools for students and educators
- Speaks to and supports the social emotional needs of students
- Addresses the importance of mental health support
- Takes a victim-centered approach by seeking to reduce further harm

Pervasive Sexual Harassment

Slap “Behinds” Fridays occurs in several middle schools in OUSD every Friday, and was referenced by girls as a “tradition,” at their school. This is a schoolwide, and districtwide, issue.

The Modified Sexual Harassment Policy Response

“The district shall assess whether corrective and preventative action should be taken not only on an individual level, but on a school-wide or district-wide level.”

Victim Blaming

Students felt that even though adults were not enforcing rules or standards as expected, that it was up to girls of color to “act right,” in order to avoid punishment

The Modified Sexual Harassment Policy Response

The definition of sexual harassment is now located in the board policy, putting front and center that it is never okay to sexually harass a student, and that the onus for harassment is never on the victim.

Need for Mental Health Support

When asked about their ideas for supporting and empowering girls of color in OUSD, recommendations emphasized improving social and emotional health.

Girls of color reported that coming to school contributed to their anxieties about personal and physical safety, and that victim-blaming culture was a significant source of stress.

The Modified Sexual Harassment Policy Response

Inclusion of safety and emotional well-being in intake meeting language and emotional and psychological support for interim measures during the investigatory period.

Intake Meeting: “the district will take immediate steps to protect the social and emotional well-being of the reporting student(s).”

Investigatory Process: “Interim measures may include placing the individuals involved in separate classes, transferring a student to a class taught by a different teacher...emotional and psychological support...”

Restorative Processes

Under Enforcement of District Policy

Inclusion of: “Use of restorative processes at the site level to eliminate harassment, prevent recurrence, and repair the negative impacts on site culture and climate, when appropriate.”

Girls Leadership Team



Technical Assistance Team



girls inc.

of Alameda County



Title IX Working Group

Office of the Ombudsperson/Title IX Coordinator

OUSD's African American Girls and Young Women
Achievement Initiative

Office of Behavioral Health & Community Services

OUSD's Restorative Justice Program

OUSD Student Engagement

Community Engagement



**100 Community Members
7 Meetings**

What's Next

A group of seven young women are smiling and posing in front of a whiteboard. The whiteboard has some handwritten text, including "Workshop Team" and a smiley face. The woman in the center is wearing a white t-shirt with a black smiley face graphic. The background is a plain white wall.

MEETING THE NEEDS OF GIRLS
Girls of color share how to improve equity in Oakland schools

created by **ALLIANCE**
FOR GIRLS