

# **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.**



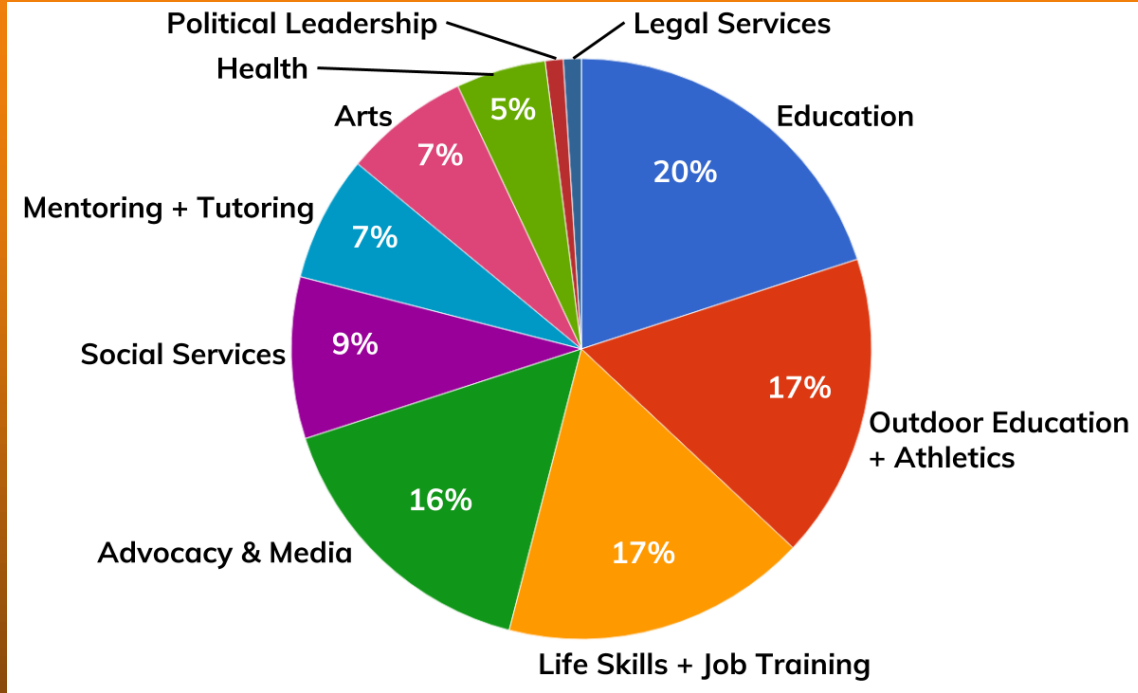


In OUSD Middle and High Schools, while African American female students make up 32% of the student body, they make up 65% of suspensions.

# 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

PREPARED BY:



Bright Research Group  
660 13th Street, Suite 202  
Oakland, CA 94612  
[BrightResearchGroup.com](http://BrightResearchGroup.com)





# 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



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

created by **ALLIANCE**  
FOR GIRLS