Trustee Long reported on the Sexual Harassment Prevention Training she attended and noted that all Trustees are required to complete the training every two years. The training was hosted by the Marin County Office of Education and Counsel Carl Corbin. There were several points she felt were important to report on.

- New legislation was passed in 2014 that electronic sexual harassment, on or off site, is reportable and must be acted on for employers with 50 or more employees. Key to the entire training was it is not so much about the act of sexual harassment, but about preventing it. **Prevention was the key to the training.**
- A hostile environment can be academic or workplace and as a District and as Trustees we have a duty to deal with the complaints with factual investigations and interviews and not to discriminate against the individual with the complaint.
- Assembly Bill 1266 was recently passed, states that students can be segregated in gender groups, however there is a group that is trying to get enough signatures to invalid AB1266. There is also controversy about gender identity (related to dress) and recommended that designation of gender identity should be documented in writing. There is a lot of discussion about whether parents have a right in the event of name changes/gender changes, but currently there is no law that governs parental rights. It is definitely a topic being discussed by schools districts, colleges and universities.
- The Board’s role is to establish policy and once established the policy should be reviewed annually to assure it is in compliance with current legislation. It is the District’s responsibility to post the information and inform staff and students about the manner of process and action to assure that employees and students know the administrative regulation for any complaints and what their responsibility. The policy also assures there are processes for posting and regular reporting out.
- In reviewing policies, we should assure that the policies do not discriminate in any form or fashion and that the HR department posts and sends out the policy. It is also recommended that employees, faculty and staff sign off on the policy.

There was also discussion about the office of Civil Rights and they will be looking for corrective action and what disciplinary action was taken.

Important to review the definition of harassment - it is not just about sexual harassment, but encompasses other areas including racial, ethnic, gender, and bullying.

*A copy of the Guidelines on Sexual Harassment Prevention Training will be on file at the Superintendent/President’s College of Marin office for public review.*

*Approved 4/15/2014*