



SEXUAL HARASSMENT POLICY

Child Development Institute is committed to maintaining a working and learning environment that is free from sexual harassment. As a service provider vendored with Los Angeles Unified School District (LAUSD) and Regional Centers, we are in agreement with LAUSD's Sexual Harassment Policy and have adopted portions of their policy.

Under California law, sexual harassment is any unwelcome conduct based on sex, including sexual advances, requests for sexual favors, and any other verbal, visual, or physical conduct of a sexual nature or based on sex made by someone from or in the work or education setting, under any of the following conditions:

- Submission to the conduct is directly or indirectly made as a condition of an individual's employment, academic status, or progress.
- Submission to, or rejection of, the conduct by the individual is used as the basis of employment or academic decisions, or for any decision affecting the individual regarding benefits and services, honors, programs, or activities available through CDI.
- The conduct has the purpose or effect of having a negative impact upon the individual's work or academic performance, or of creating an intimidating, hostile, or offensive work or educational environment.

Sexual harassment may include, but is not limited to:

- Unwelcome verbal conduct such as suggestive, derogatory comments, sexual innuendos, slurs, or unwanted sexual advances, invitations, or comments, or spreading rumors about or rating others as to sexual activity or performance.
- Unwelcome visual conduct such as displays of sexually suggestive objects, pictures, posters, written material, cartoons, or drawings, graffiti of a sexual nature, or use of obscene gestures.
- Unwelcome physical conduct such as unwanted touching, pinching, kissing, patting, hugging, blocking of normal movement, assault or interference with work or study directed at an individual because of the individual's gender.
- Threats and demands or pressure to submit to sexual requests in order to keep a job or academic standing or to avoid other loss and offers of benefits in return for sexual favors.

Any employee, and any student or family member serviced by CDI, who believes that she or he has been a victim of sexual harassment, shall bring the problem to the attention of the proper authority (whether in an office, school or home) so that the appropriate action may be taken to resolve the problem. CDI prohibits retaliatory behavior against anyone who files a sexual harassment complaint or any participant in the complaint investigation process. Any such complainant is further advised that civil law remedies may also be available to them. Complaints will be promptly investigated in a way that respects the privacy of the parties concerned.

If you believe you have been a victim of sexual harassment, have witnessed such an act, or have concerns and questions related to our harassment policy, please contact:

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