

Policy: Student Nondiscrimination and Sexual Harassment Policy | CR1004 Nondiscrimination and Harassment (Titles VI and IX)

Purpose of Policy:

The Preuss School UC San Diego is committed to equal opportunity for all individuals in education. The Preuss School is committed to making the school free from sexual harassment.

Content of CR1004 Nondiscrimination and Harassment:

NOTICE OF SCHOLAR NONDISCRIMINATION

The Preuss School UC San Diego is committed to equal opportunity for all individuals in education. The Preuss School's programs and activities shall be free from harassment, discrimination or bullying based on sex, sex stereotypes, sex characteristics, sexual orientation, gender identity, gender expression, pregnancy, childbirth, termination of pregnancy, lactation and related conditions, as well as other protected categories designated by state or federal law including ethnic group identification, race, ancestry, national origin, religion, color and mental or physical disability.

The Preuss School shall promote programs which ensure that discriminatory practices are eliminated in all school activities and will take steps to ensure that the lack of English proficiency will not be a barrier to admission and participation in school programs.

Any scholar who engages in prohibited harassment, discrimination or bullying of another scholar or anyone from The Preuss School may be subject to disciplinary action up to and including expulsion. Any employee who permits or engages in impermissible harassment or discrimination in contravention of the [UC Anti-Discrimination Policy](#), or bullying of a scholar may be subject to disciplinary action up to and including dismissal.

Any scholar or parent/guardian who feels that harassment, discrimination or bullying has occurred should immediately contact a teacher or the Principal for resolution at The Preuss School.

The Preuss School adheres to California law prohibiting staff from disclosing a student's sexual orientation, gender identity, or gender expression to parents/guardians or third parties without the student's informed consent unless otherwise legally required. All faculty and staff must understand and uphold these protections.

SCHOLAR SEXUAL HARASSMENT POLICY

The Preuss School is committed to making the school free from sexual harassment. This means that The Preuss School prohibits harassment by someone from or in the educational setting. Sexual harassment can include such actions as unwelcome sexual advances, requests for sexual favors, or verbal, visual, or physical conduct of a sexual nature made by someone from or in the educational setting.

The Preuss School prohibits conduct that has the purpose or effect of having a negative impact on the scholar's academic performance, or of creating an intimidating, hostile, or offensive educational environment.

The Preuss School further prohibits sexual harassment in which a scholar's grades, benefits, services, honors, program or activities are dependent on submission to such conduct. Professional boundaries must be maintained at all times.

Inappropriate conduct—such as grooming, inappropriate messaging, physical contact without legitimate educational purpose, or any boundary violations—is strictly prohibited and subject to discipline.

REPORTING

Scholars should report any sexual harassment to the school Principal, Vice Principal, counselor, or teacher. Any report made will be shared with the UC San Diego Office for the Prevention of Harassment and Discrimination as required by the [Interim UC Sexual Violence and Sexual Harassment Policy](#) and the [UC Anti-Discrimination Policy](#).

Scholars who violate CR1004 shall be disciplined appropriately. This includes suspension or possible expulsion.

The Preuss School encourages reporting of any harassment, discrimination or bullying issues and will attempt to resolve issues promptly and fairly. Retaliation against any individual for reporting discrimination, harassment, or for participating in an investigation or proceeding is prohibited. For questions or additional information please call (858) 822-2282.

TO FILE AN EMPLOYEE SEXUAL HARASSMENT OR DISCRIMINATION COMPLAINT

Employees are governed by [Interim UC Sexual Violence and Sexual Harassment Policy](#) and the [UC Anti-Discrimination Policy](#). An employee can file a complaint by:

1. Contacting the Office for the Prevention of Harassment and Discrimination (OPHD) via phone at (858) 534-8298;
2. Email at OPHD@ucsd.edu; or
3. Filing a report online by visiting the OPHD webpage at ophd.ucsd.edu or by using the [OPHD Web Form](#).

TO FILE A DISCRIMINATION OR SEXUAL HARASSMENT COMPLAINT

1. Filing a complaint: A complaint may be filed by a scholar or parent/guardian by contacting The Preuss School Principal for resolution of the complaint at the school. Alternatively, a complaint may be filed by contacting Michael S. Diaz, Director - Title VI and Title IX Officer at UC San Diego Office for the Prevention of Harassment & Discrimination (OPHD) by:
 - a. Contacting the Office for the Prevention of Harassment and Discrimination (OPHD) via phone at (858) 534-8298;
 - b. Email at OPHD@ucsd.edu; or
 - c. Filing a report online by visiting the OPHD webpage at ophd.ucsd.edu or by using the [OPHD Web Form](#).

INVESTIGATION & DISCIPLINE

1. **For Scholars:** The Preuss School will immediately undertake a thorough and objective assessment of any complaint it receives, and will complete any investigation into a complaint of harassment, discrimination or bullying filed by a scholar and provide a written response within sixty (60) days of when the complaint is filed. Interim protective measures will be taken as appropriate to ensure safety and non-retaliation. Both complainants and respondents will be informed of findings and available remedies
2. **For Employees:** Employees are governed by investigation process provided for by the [Interim UC Sexual Violence and Sexual Harassment Policy](#) and the [UC Anti-Discrimination Policy](#).
3. **Action:** If the school determines that its policies prohibiting harassment, discrimination, bullying or retaliation have been violated, disciplinary action, up to and including expulsion and termination will be imposed.

The person filing the complaint may also pursue action in civil court.

The Preuss School prohibits retaliation against any participant in the complaint process. Each complaint shall be investigated promptly and in a way that respects the privacy of all parties concerned.

Authorized: EVC

Revised: 2/26/2026