

Important Phone Numbers & Resources

Campus Emergency 9-1-1 or “Blue Emergency Poles” on campus

Law Enforcement:

El Camino College Police Department	310-660-3100
Gardena Police Department	310-323-7911
Long Beach Police Department	562-435-6711
Los Angeles County Sheriff	323-820-6700
Torrance Police Department	310-328-3456

Campus Resources:

AIMS Team (behavioral intervention and campus threat assessment)	aimsteam@elcamino.edu
Student Health Center	310-660-3643
Title IX Coordinator	310-660-3813
International Student Program	310-660-3431
Financial Aid	310-660-3493
Counseling/Student Success	310-660-3458
Student Support Services	310-660-3593 Ext. 3482
Extended Opportunity Programs & Services (EOPS)	310-660-3466

If the incident involves El Camino College faculty or staff, you can file a complaint with the El Camino Title IX Coordinator (310-660-3813).

Sexual Assault Resources:

East Los Angeles Women’s Center Rape & Battering Hotline*^	800-585-6231
LA County District Attorney’s Victim Services Hotline	800-380-3811
National Sexual Assault Telephone Hotline^	800-656-4673
National Sexual Assault Online Chat Hotline^	https://hotline.rainn.org/online
Peace Over Violence* Los Angeles	213-626-3393
Peace Over Violence* West Los Angeles	310-392-8381
Rape Treatment Center at UCLA Medical Center, Santa Monica	424-259-7208
Sexual Assault Response Team (SART) Program	562-378-1659
Violence Intervention Program (Sexual Assault)	323-226-3961
YWCA Sexual Assault Crisis Services*^	877-943-5778

* available in Spanish

^ available 24 hours a day

Confidential Resources:

For Students

Student Health Center	310-660-3643
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For Employees

Employee Assistance Service for Education Program (EASE)	(562) 922-6683
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Additional Reporting Options:

CA Community Colleges’ Chancellor’s Office
Department of Fair Employment & Housing
OCR – Office for Civil Rights, U.S. Department of Education
U.S. Equal Employment Opportunity Commission



Resources and Reporting Options for Unlawful Discrimination and Harassment

If you believe you have been discriminated against, or sexually harassed by El Camino College faculty or staff, do the following:

Get to a Safe Place

If you are in fear of your safety call 9-1-1

File a Claim

You may file a complaint form and/or discuss informal reporting options with Staff & Student Diversity (310) 660-3813

Seek Emotional Care and Support

See back of pamphlet for confidential resources on and off campus

Everyone in El Camino College has the right to experience an environment free from discrimination and harassment. El Camino College prohibits unlawful discrimination and harassment in any of its programs, services, and activities, and will not tolerate such behavior.

KNOW YOUR RIGHTS

Additional information and guidance can be found online:

www.elcamino.edu/about/depts/diversity/index.aspx

What is Unlawful Discrimination and Harassment?

Unlawful Discrimination & Harassment is conduct that denies or limits a person's full and equal access to participate in, or benefit from education and/or employment programs, services, or activities because of decisions made on the basis of that person's protected status(es).

The following are protected status(es) under federal and state laws:

- Race
- Color
- National origin
- Religion
- Sex (including pregnancy, childbirth, and related medical conditions)
- Disability
- Age (40 and older)
- Citizenship status
- Genetic information
- Veteran status
- Familial status (having children)
- Marital status
- Sexual orientation and identity
- Medical condition (including AIDS/HIV status)
- Political activities or affiliations
- Status as a victim of domestic violence, assault, or stalking

Examples of conduct that may constitute as unlawful discrimination or harassment include:

- Displaying racially offensive symbols;
- Derogatory remarks about a person's race, color, or religion;
- Teasing a person because of their sexual orientation;
- Refusing to provide reasonable accommodation to a person with a disability;
- Firing an employee because she is pregnant.

What is Sexual Harassment?

Sexual Harassment is a form of unlawful sex discrimination. It is unwelcome, unwanted verbal, non-verbal, visual, or physical conduct of a sexual nature. It includes sexual advances and requests for sexual favors that is severe (only needs to happen once) or pervasive (multiple times) create an intimidating, hostile, or offensive learning or working environment.

Examples of conduct that may constitute as unlawful sexual harassment include:

- Repeatedly asking someone out on a date;
- Touching or caressing in a sexually suggestive manner;
- Displaying or distributing pornographic material;
- Telling offensive dirty jokes;
- Frequent teasing about a person's body;
- Sending texts or emails of a sexual nature;
- Demanding sexual favors in return for a good grade or promotion.

Confidentiality vs. Privacy

Information regarding the incident may be shared on a "need to know" basis, i.e., information will be shared only as necessary. The District will attempt to honor any student or employee's request for confidentiality; however, the District must also weigh its duty to provide a safe and nondiscriminatory environment for all members of the District community.

Confidentiality cannot be ensured.

If you would like to speak to someone on campus confidentially, please go to the Student Health Center (Pool Building) and ask to speak to a staff psychologist. If you are an Employee, please contact the Employee Assistance Service for Education (EASE) (562) 922-6683.

Formal vs. Informal Reporting Options

Formal Reporting Options

Reporting on Campus: This option allows the District to investigate and determine whether the District's board policies and administrative procedures on unlawful discrimination and harassment have been violated. Violation of District board policies may result in disciplinary action. You can report the incident to the Director of Staff & Student Diversity (310-660-3813).

Informal Resolution Options

If appropriate, the Director of Staff & Student Diversity may seek to resolve certain unlawful discrimination cases through an informal process involving both the Complainant and Respondent, subject to the parties' agreement.

Informal resolution agreement may take the form of a mediation or other negotiated remedies as appropriate (mediation will be assessed on the severity of the situation and does not forego the Complainant's right to file a formal complaint).

Interim measures: The Director of Staff & Student Diversity may determine immediate or long-term remedies, such as, but not limited to, issuing an administrative no-contact order, police escort services while on campus, accommodations relating to changing academic schedules, restrictions on the alleged perpetrator pending investigation, and other remedies to promote the well-being, safety, and restoration of the alleged victim.