

## **NONDISCRIMINATION**

The district shall provide equal educational opportunity and treatment for all students in all aspects of the academic and activities program without discrimination based on race, religion, creed, color, national origin, age, honorably-discharged veteran or military status, sex, sexual orientation (gender expression or identity), marital status, the presence of any sensory, mental or physical disability, or the use of a trained dog guide or service animal by a person with a disability. The district will provide equal access to school facilities to the Boy Scouts of America and all other designated youth groups listed in Title 36 of the United States Code as a patriotic society. District programs will be free from sexual harassment. Auxiliary aids and services will be provided upon request to individuals with disabilities.

Conduct against any student that is based on one of the categories listed above that is sufficiently severe, persistent or pervasive as to limit or deny the student's ability to participate in or benefit from the district's course offerings; educational programming or any activity will not be tolerated. When a district employee knows, or reasonably should know, that such discriminatory harassment is occurring or has occurred, the district will take prompt and effective steps reasonably calculated to end the harassment, prevent its recurrence and remedy its effects.

The district's nondiscrimination statement will be included in all written announcements, notices, recruitment materials, employment applications, and other publications made available to all students, parents, or employees. The statement will include: 1) notice that the district will not discriminate in any programs or activities on the basis of any of the above-listed categories; 2) the name and contact information of the district's compliance officer designated to ensure compliance with this policy; and 3) the names and contact information of the district's Section 504 and Title IX compliance officers.

The district will annually publish notice reasonably calculated to inform students, students' parents/guardians (in a language that they can understand, which may require language assistance), and employees of the district's discrimination complaint procedure.

The superintendent will designate a staff member to serve as the compliance officer for this policy. The compliance officer will be responsible for investigating any discrimination complaints communicated to the district.

The district will provide training to administrators and certificated and classroom personnel regarding their responsibilities under this policy and to raise awareness of and eliminate bias and discrimination based on the protected classes identified in this policy.

As required by law to ensure that there is equal opportunity for all students, the district will provide continuous notice of nondiscrimination, and will provide annual notice of the district's discrimination complaint procedures to students, parents, and employees. The district will also conduct annual athletic evaluations and a student athletic interest survey at least once every three years to ensure that equal athletic opportunities are provided for male and female students. The district will designate a staff member to serve as the compliance officer for this policy.

Cross References:	Board Policy 2020 Board Policy 2030 Board Policy 2140 Board Policy 2150 Board Policy 2151 Board Policy 3211 Board Policy 4217 Board Policy 4260	Curriculum Development and Adoption Service Animals in Schools Guidance and Counseling Co-Curricular Program Interscholastic Activities Transgender Students Effective Communication Use of School Facilities
Legal References:	RCW 28A.640 RCW 49.60  RCW 28A.642 42 U.S.C. §§ 12101-12213  WAC 392-400-215 20 U.S.C. 7905 42 U.S.C. 12101-12213 WAC 392-190	Sexual Equality Discrimination — Human rights commission Discrimination prohibition Americans with Disabilities Act  Student rights Boy Scouts of America Equal Access Act Americans with Disabilities Act Equal Educational Opportunity —Unlawful Discrimination Prohibited
Management Resources:	<i>Policy News</i> , June 2011 <i>Policy News</i> , August 2007	Washington Laws on Discrimination Washington’s Law Against Discrimination