



## **NONDISCRIMINATION**

The district shall provide equal educational opportunity and treatment for all students in all aspects of the academic and activities program without regard to age, race, color, national origin, creed, religion, sex, sexual orientation, gender expression or identity, marital status, honorably discharged veteran or military 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 in its programs and activities. The district will provide equal access to school facilities to the Boy Scouts and all other designated youth groups listed in Title 36 of the United States Code as a patriotic society. The district shall take steps to assure that national origin persons who lack English language skills can participate in all education programs, services and activities, including those specific to career and technical education programming.

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 reoccurrence 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 to eliminate bias and discrimination based on the protected classes identified in this policy.

The superintendent or designee shall provide for the annual evaluation, periodic surveys, annual notice and complaint procedures as required by law to insure that there is in fact equal opportunity for all students in the district.

Cross References:

Policy 2020	Curriculum Development and Adoption of Instructional Materials
Policy 2030	Service Animals in Schools
Policy 2140	Guidance and Counseling
Policy 2150	Co-Curricular Program
Policy 2151	Interscholastic Activities
Policy 3210P	Nondiscrimination
Policy 3211	Transgender Students
Policy 4260	Use of School Facilities

Legal References:

RCW 28A.640	Sexual Equality
RCW 28A.642	Discrimination Prohibition
RCW 49.60	Discrimination-Human Rights Commission
WAC 392-190-020	Training—Staff responsibilities—Bias awareness
WAC 392-190-060	Compliance—School district designation of responsible employee--Notification
WAC 392-400-215	Student Rights
20 U.S.C. 7905	Boys Scouts of America Equal Access Act
42 U.S.C. §§ 12101-12213	Americans with Disabilities Act