

NONDISCRIMINATION

The district will 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.

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 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 and discrimination complaints communicated to the district.

The district will provide training to administrators and certificated and classified personal 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.

- Cross References: Board Policy 2030 Curriculum Development and Adoption
 Board Policy 2039 Service Animals in Schools
 Board Policy 2055 Interscholastic Activities
 Board Policy 3115 Transgender Students
 Board Policy 4040 Use of School Facilities
- Legal References: RCW 28A.640 Sexual Equality
 49.60 Discrimination – Human rights commission
 28A.642 Discrimination prohibition
- 20 U.S.C. § 7905 Boy Scouts of America Equal Access Act
 42 USC §§ 12101-12213 Americans with Disabilities Act
- WAC 392-400-215 Student Rights
 392-190-020 Staff responsibilities – Bias awareness
- 392-190-060 Compliance – School district designation of
 responsible employee - Notification
- Adopted: April 24, 2012
Revised: February 13, 2013
Revised: August 27, 2013
Revised: September 30, 2015