

## Non-Discrimination

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 shall 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 offer or provide training to administrators and certificated and classroom personnel on their responsibility to raise awareness of and to eliminate bias based on the categories identified in this policy.

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.

Cross References:

Board Policy 4217  
Board Policy 2020  
Board Policy 2030

Effective Communication  
Curriculum Development and Adoption  
Service Animals in Schools

Board Policy 2140  
Board Policy 2150  
Board Policy 2151  
Board Policy 4260

Guidance and Counseling  
Co-Curricular Program  
Interscholastic Activities  
Use of School Facilities

Legal References:

RCW 28A.640  
RCW 28A.642  
RCW 49.60

WAC 392-190-020

WAC 392-400-215  
WAC 392-190-060

WAC 392-400-215  
20 U.S.C. 7905

42 U.S.C. §§ 12101-12213

Sexual Equality  
Discrimination - prohibition  
Discrimination – Human rights  
commission  
Training - Staff responsibilities Bias  
Awareness  
Student rights  
Compliance - School district  
designation of responsible employee  
- Notification  
Student rights  
Boy Scouts of American Equal  
Access Act  
Americans with Disabilities Act

Management Resources:

Policy & Legal News, March 2016  
Policy & Legal News, December Issue  
Policy & Legal News, April 2013  
Policy News, June 2011  
Policy News, August 2007

Nondiscrimination Policy Revised  
Washington’s Laws on Discrimination  
Washington’s Law Against Discrimination

Revised: 12.06; 08.07; 02.11; 06.11; 12.12; 05.13; 04.15; 01.17