

EQUAL EDUCATIONAL OPPORTUNITY: PROHIBITION AGAINST DISCRIMINATION

The district shall provide equal educational opportunity and treatment for all students in all aspects of the academic and activities program without regard to race, creed, religion, color, national origin, age, honorably-discharged veteran or military status, sex, sexual orientation including gender expression, identity or marital status, the presence of any sensory or mental or physical disability, or the use of a trained dog guide or service animal by a person with a disability (RCW 49.60 Law Against Discrimination). 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.

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 will take all complaints of alleged discrimination seriously and will act to investigate all complaints. Any student who believes that he or she has been subjected to discrimination in the educational environment is strongly encouraged to bring his or her complaint to the immediate attention of the district's Title IX Compliance Officer/Affirmative Action Officer. All such complaints will be promptly and fairly investigated and, where appropriate, timely corrective action will be taken. The formal complaint process is described in Procedure 3211.

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

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.
- 3) The names and contact information of the district's Section 504 and Title IX compliance officers.

The board shall designate a staff member to serve as Title IX Compliance Officer/Affirmative Action Officer. The compliance officer will be responsible for investigating any discrimination complaints communicated to the district.

The district will provide training to administrators, 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.

Cross References:	Board Policy	6113	Use of School Facilities
		3212	Transgender Students
		2151	Interscholastic Activities
		2150	Co-Curricular Program
		2140	Guidance Counseling
		2030	Service Animals in Schools
		2310	Curriculum Development and Adoption of Instructional Materials.

Legal References:	RCW	28A.640	Sexual Equality
	RCW	49.60	Discrimination — Human Rights Commission
	RCW	28A.642	Discrimination Prohibition
	42 U.S.C. §§	12101-12213	Americans with Disabilities Act
	WAC	392-400-215	Student rights
	WAC	392-190	Equal Educational Opportunity
			Sex Discrimination Prohibited
	WAC	392-190-020	Training-Staff Responsibilities-Bias Awareness
	WAC	392-190-60	Compliance-School District Designation Of Responsible Employee – Notification
			20 USC 7905 Boy Scouts of American Equal Access Act
			42 USC 12101-12213 Americans with Disabilities Act

Title IX

Education Amendments of 1972

Management Resources:

2015 – December Issue WSSDA Policy News
 2013 – April Issue WSSDA Policy News
 2012 – December WSSDA Policy News
 2011 – June Issue WSSDA Policy News
 Policy News, August 2007 Washington’s Law Against Discrimination

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