Nondiscrimination

The district will 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 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 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 complaint process is described in Procedure 3211.

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 superintendent will 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 Gender-Inclusive Schools  
2151 Interscholastic Activities  
2150 Co-Curricular Program  
2140 Guidance Counseling  
2030 Service Animals in Schools  
2310 Curriculum Development and Adoption of Instructional Materials.  
3706 Prohibition of Harassment, Intimidation or Bullying

Legal References:  
RCW 28A.640 Sexual Equality  
RCW 49.60 Discrimination — Human Rights Commission  
RCW 28A.642 Discrimination Prohibition  
WAC 392-400 Student Discipline  
WAC 392-190 Equal Educational Opportunity  
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