

BOARD POLICY

No. 3210

3000 STUDENTS

Rights and Responsibilities

3210 - Nondiscrimination

The district shall 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 (including 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.

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 announcement, 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 to raise awareness of and eliminate bias and discrimination based on the protected classes identified in this policy.

Cross References:	Board Policy	2020	Curriculum Development and Adoption
		2030	Service Animals in Schools
		2150	Co-Curricular Program
		4260	Use of School Facilities

Legal References:

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

WAC 392-400-215
WAC 392-190-020

WAC 392-190-060

42 U.S.C. §§ 12101-12213

20 U.S.C. § 7905

Sexual Equality
Discrimination – Human rights commission
Discrimination Prohibition

Student rights
Training – Staff responsibilities – Bias
awareness

Compliance – School district designation of
responsible employee – Notification
Americans with Disabilities Act

Boy Scouts of America Equal Access Act

Management Resources:

Policy & Legal News, December, 2014

Policy and 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

Original Adoption: November 25, 1991

Revised: 2003, 2007, 2007, 2011, 2013, 2015