

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, 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. Auxiliary aides 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 students' ability to participate in or benefit from the district's course offerings, educational programming of 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, and 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 ~~on~~ their responsibilities under this policy to raise awareness of and eliminate bias and discrimination based on the protected classes identified in this policy.

Cross References:

- Policy 2020, Curriculum Development and Adoption of Instructional Materials
- Policy 2030, Service Animals in Schools
- Policy 2140, Guidance and Counseling
- Policy 2150, Co-Curricular Program
- Policy 2151, Interscholastic Activities
- Policy 3211, Transgender Students
- Policy 4217, Effective Communication

Policy 4260, Use of School Facilities

Legal References:

Chapter 28A.640 RCW, Sexual Equality
Chapter 28A.642 RCW, Discrimination prohibition
Chapter 49.60 RCW, Discrimination - Human rights commission
WAC 392-190-020, Training-Staff Responsibilities - Bias awareness
WAC 392-190-060, Compliance-School district designation of responsible employee –
Notification
WAC, 392-400-215, Student rights
20 U.S.C. § 7905, Boy Scouts of America Equal Access Act
42 U.S.C. §§ 12101-12213, Americans with Disabilities Act

Management Resources:

Policy News, 2016 March Issue
Policy News, 2014 December Issue
Policy News, 2013 April Issue
Policy News, 2012 December Issue
Policy News, June 2011
Policy News, August 2007, Washington's Law Against Discrimination

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School District Name: Reardan-Edwall School District No. 009

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Classification: Essential