

## STUDENTS

### 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 all unlawful harassment, including sexual.

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 occurrence, 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 does 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 superintendent shall publish annual notice and complaint procedures to inform students, parents/guardians, and employees as required by law to ensure that there is in fact equal opportunity for all students in the district in a language they can understand.

The district will designate a staff member to serve as the compliance officer for this policy. The compliance officer or designee will be responsible for investigating any discrimination complaints communicated to the district.

The district will provide training to administrators and certificated and classroom personnel on their responsibilities under this policy and to raise awareness of and eliminate bias and discrimination based on the protected classes identified by this policy.

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|-------------------|--------|------|---|--|
| Cross References: | Policy | 2120 | Curriculum Development and Adoption                   |  |
|                   | Policy | 2140 | Guidance and Counseling                               |  |
|                   | Policy | 2150 | Co-Curricular Program                                 |  |
|                   | Policy | 2151 | Interscholastic Activities                            |  |
|                   | Policy | 2173 | Animals in the Schools                                |  |
|                   | Policy | 2311 | Selection and Adoption of Instructional Materials     |  |
|                   | Policy | 3300 | Student Conduct Expectations and Reasonable Sanctions |  |
|                   | Policy | 4330 | Use of School Facilities                              |  |
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|-------------------|--------------------------|--|
| 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 392-190-060          | Compliance – School district designation of<br>responsible employee – Notification |
|                   | WAC 392-190-020          | Training – Staff responsibilities – Bias<br>awareness                              |
|                   | 20 U.S.C. _7905          | Boy Scouts of America Equal Access Act   |

Adopted

June 29, 2023  
June 15, 2015  
November 19, 2012  
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August 5, 2002  
June 4, 2001  
November 20, 1995  
June 20, 1991