

STUDENTS

Nondiscrimination

The District will provide equal educational opportunity and treatment for all students in all aspects of the academic and activities program without discrimination based on sex, race, creed, religion, color, national origin, age, veteran or military status, sexual orientation, gender expression or identity, 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 by the Boy Scouts of America and 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.

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 be considered discriminatory harassment and will not be tolerated. When a District employee knows, or reasonably should know, that discrimination or discriminatory harassment is occurring or has occurred, the employee is expected to report such information to a District official to facilitate. The District will take prompt and effective steps reasonably calculated to end the discrimination or discriminatory harassment, prevent its recurrence and remedy its effects.

The District's nondiscrimination statement will be included in notices and other publications made available to students and parents.

The Superintendent will designate a staff member to serve as 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 under this policy and to raise awareness of and eliminate discrimination based on the protected classes identified in this policy.

Cross References:	Policy 2020	Adoption Course Design, Selection and Adoption of Instructional Materials
	Policy 2140	Guidance and Counseling
	Policy 2150	Co-Curricular Program
	Policy 2030	Service Animals in School Buildings
	Policy 2151	Interscholastic Activities
	Policy 3211	Transgender Students
	Policy 4217	Effective Communication
	Policy 4260	Use of School Facilities

Legal References: RCW 28A.640 Sexual equality
RCW 28A.642 Discrimination prohibition
RCW 49.60 Discrimination – Human rights commission
WAC 392-190 Training- Staff responsibilities – Bias awareness
WAC 392-400-215 Student rights
Section 504 of the Rehabilitation Act of 1973
Title IX of the Civil Rights Act of 1964
Title IX of the Education Amendments of 1974
20 U.S.C 7905 Boy Scouts of America Equal Access Act
U.S.C Title 36
Title II of the Americans with Disabilities Act

Classification: Essential

Adoption Date: June 24, 1992

Revision Dates: January 26, 1994
March 25, 1998
January 29, 2014
August 22, 2018