

STUDENTS

Nondiscrimination

Statement of 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 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, Girl Scouts, 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'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; and
3. the names and contact information of the district's Section 504 and Title IX compliance officers.

Gender-Inclusive Schools

To maintain a safe, civil, respectful and inclusive learning community, the district shall provide an educational environment that is safe and free of discrimination for all students, regardless of gender expression, gender identity, or sex. To that end, the district recognizes the importance of an inclusive approach toward transgender and gender-expansive students with regard to key terms, communication, and the use of names and pronouns, student records, confidential health and education information, communication, restroom and locker room use and accessibility, sports and physical education, dress codes, and other school activities, in order to provide students with an equal educational opportunity for learning and achievement.

This policy will be implemented in conjunction with comprehensive training of staff and volunteers. The superintendent or designee will develop procedures delineating specific training requirements.

Civil Rights Compliance Officer

The superintendent will designate a staff member to serve as the compliance officer for this policy. The compliance officer will be responsible for receiving all formal and informal complaints and ensure policy implementation.

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 name and contact information for the compliance officer will be communicated throughout the district.

The compliance officer will participate in require training opportunities offered by OSPI. The district will provide training to staff 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 2120	Course Design, Selection, and Adoption of Instructional Materials
	Board Policy 2140	Guidance and Counseling
	Board Policy 2150	Co-Curricular Program
	Board Policy 4330	Use of School Facilities
Legal References:	RCW 28A.64	Sexual Equality
	RCW 28A.642	Discrimination prohibition
	RCW 49.60	Laws Against Discrimination
	SB 5689	Harassment, Intimidation, Bullying and Transgender Discrimination
	WAC 392-400-215	Student rights
	WAC 392-190	Equal Educational Opportunity —Unlawful Discrimination Prohibited
	42 U.S.C. 12101-12213	Americans with Disabilities Act
	20 U.S.C. 7905	Boy Scouts of American Equal Access Act