

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 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 should know, that such discriminatory harassment is occurring or has occurred, the district will take prompt and effective steps calculated to end the harassment, prevent its recurrence, and remedy its effects.

The district's nondiscrimination statement will be included in 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 based on any of the above-listed categories; 2) the name or title, office address, and telephone number of the district's compliance officer designated to ensure compliance with this policy; and 3) the names and titles, office addresses, and telephone numbers the district's Section 504 and Title IX compliance officers.

The district will annually publish notice calculated to inform employees, students, and students' parents or guardians (in a language that they can understand, which may require language assistance) of the district's discrimination complaint procedure.

The superintendent or designee will designate a staff member to serve as the compliance officer for this policy designated as the Civil Rights Officer. The Civil Rights Officer will be responsible for analyzing, investigating, and resolving any discrimination complaints communicated to the district and ensuring compliance with this policy and procedure. The district ombudsperson(s) will serve as a neutral resource to students, families, and staff in navigating this policy and procedure and will support the restorative resolution of complaints when appropriate.

The district will provide training to all staff regarding their responsibilities under this policy and to raise awareness of and strive to eliminate bias and discrimination based on the protected classes identified in this policy.

Cross References:

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| Policy 2020 | Course Design and Instructional Materials |
| Policy 2030 | Service Animals in Schools |
| Policy 2140 | Guidance and Counseling |
| Policy 2150 | Co-Curricular Program |
| Policy 3211 | Gender-Inclusive Schools |
| 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](#) Equal access to public school facilities
[42 U.S.C. 12101-12213](#) Americans with Disabilities Act

Adopted: 09/16/1992
Amended: 09/17/1993
11/18/2015
06/28/2017
08/11/2021
Superintendent: Dr. Adam Swinyard