

## NONDISCRIMINATION

The North Kitsap School 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, immigration status, age, veteran or military status, sexual orientation, gender expression or identity, disability, or the use of a trained dog guide or service animal and provides equal access to the Boy Scouts and other designated youth groups. Questions or complaints of alleged discrimination can be directed to the district's Title IX/RCW 28A.640 Compliance Officer and ADA Coordinator and/or the 504 Coordinator: address - 18360 Caldart Ave NE, Poulsbo WA 98370 and phone - (360) 396-3001.

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.

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 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 2020	Course Selection and Adoption of Instructional Materials
Board Policy 2030	Service Animals in Schools
Board Policy 2140	Guidance and Counseling
Board Policy 2150	Co-Curricular Program
Board Policy 2151	Interscholastic Activities
Board Policy 3211	Transgender Students
Board Policy 4217	Effective Communication
Board 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 392-190-020	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:

<i>Policy News</i> , August 2007	Washington's Law Against Discrimination
<i>Policy News</i> , June 2011	Washington's laws on discrimination
<i>Policy News</i> , December 2012	End of the year technical edits
<i>Policy and Legal News</i> , April 2013	Revisions to nondiscrimination policy helps districts demonstrate compliance
<i>Policy and Legal News</i> , December 2014	Nondiscrimination in schools addressed in revised WACs
<i>Policy Alert</i> , January 2015	
<i>Policy and Legal News</i> , March 2016	Other Policy Updates

Revised: February 23, 2017  
Revised: February 26, 2015  
Revised: November 13, 2014  
Revised: March 28, 2013  
Revised: January 26, 2012  
Revised: January 10, 2008  
3000 Series Revised and Adopted June 24, 1999  
North Kitsap School District