San Bernardino County Superintendent of Schools
Policy 0410

NONDISCRIMINATION IN PROGRAMS AND ACTIVITIES

The San Bernardino County Superintendent of Schools (SBCSS) is committed to equal opportunity for all individuals in education. All programs and activities shall be free from discrimination based on race, color, ancestry, national origin, ethnic group identification, age, religion, marital or parental status, physical or mental disability, sex, sexual orientation, gender, gender identity or expression, or genetic information; the perception of one or more of such characteristics; or association with a person or group with one or more of these actual or perceived characteristics.

Annually, the County Superintendent or designee shall review the organizations programs and activities to ensure the removal of any barrier that may unlawfully prevent an individual or group in any of the protected categories stated above from accessing organization programs and activities, including the use of facilities. He/she shall take prompt, reasonable actions to remove any identified barrier.

SBCSS nondiscrimination policy and related informational materials shall be published in a format that parents/guardians can understand. In addition, when 15 percent or more of a school's students speak a single primary language other than English, those materials shall be translated into that other language.

SBCSS programs and facilities, viewed in their entirety, shall be in compliance with the Americans with Disabilities Act and any implementing standards and/or regulations.

The County Superintendent or designee shall ensure that the organization provides appropriate auxiliary aids and services when necessary to afford individuals with disabilities equal opportunity to participate in or enjoy the benefits of a service, program, or activity. These aids and services may include, but are not limited to, qualified interpreters or readers, assistive listening devices, note takers, written materials, taped text, and Braille or large print materials.

Individuals with disabilities shall notify the County Superintendent or designee if they have a disability that requires special assistance or services. Reasonable notification should be given prior to the organization-sponsored function, program, or meeting.

Approved: April 19, 1994
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