

STUDENTS

Nondiscrimination

Statement of Nondiscrimination

The district will provide equal educational opportunity and treatment for all students in all aspects of its programs without discrimination based on protected status. The district is committed to complying with anti-discrimination laws and to maintaining a safe, civil, respectful, and inclusive learning community.

Definition

The term “protected status” means race, ethnicity, religion, creed, color, national origin, age, homelessness, immigration or citizenship status, honorably discharged veteran or military status, sex, sexual orientation, gender expression or identity, the presence of any sensory, mental or physical disability, neurodivergence, or the use of a trained dog guide or service animal by a person with a disability.

Nondiscrimination Statement Required

The district will adopt a nondiscrimination statement that must include the following:

1. Notice that the district will not discriminate in any programs or activities on the basis of sex, race, ethnicity, creed, religion, color, national origin, age, homelessness, immigration or citizenship status, honorably discharged veteran or military status, sexual orientation, gender expression, gender identity, the presence of any sensory, mental, or physical disability, neurodivergence, or the use of a trained dog guide or service animal;
2. The name and contact information of the employee or employees designated as the Section 504 Coordinator, the Title IX Coordinator, and the Compliance Officer designated to ensure compliance with this policy;
3. Notice that 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.

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 district may combine the statement with the notice required by Policy 3208 that district programs will be free from sexual harassment.

Model Student Handbook Language

The district will adopt the model student handbook language described in RCW 28A.300.286 and include the language in any student, parent, employee, and volunteer handbook it or its schools publish, and on its and its schools’ websites.

Discriminatory Harassment

Conduct against any student that is based on a student's protected status and is sufficiently severe, persistent or pervasive that it limits or denies the student's ability to participate in or benefit from the district's course offerings; educational programming or any activity is strictly prohibited. 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.

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 to facilitate compliance with local, state, and federal laws concerning harassment, intimidation, bullying, and discrimination, and delineating specific training requirements, including participation in at least one mandatory training opportunity offered by OSPI.

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.

Complaint Procedure

The district will adopt a complaint procedure in accordance with chapter 392-190 WAC.

Annually, the district will publish a notice of the complaint procedure in a way that is reasonably calculated to inform all students, parents, and employees of it. The district will provide the notice in a language each parent can understand, which may require language assistance in accordance with Title VI of the Civil Rights Act of 1964 for those with limited English proficiency. The district will not adopt any policy, procedure, or practice that would limit a person's right to file a complaint under the complaint procedure.

Training

The district will train all administrators, certificated personnel, and classroom personnel regarding their responsibilities under this policy and chapter 392-190 WAC. The training will aim to raise awareness of and eliminate bias based on sex, race, creed, religion, color, national origin, honorably discharged veteran or military status, sexual orientation, gender expression, gender identity, the presence of any sensory, mental or physical disability, or the use of a trained dog guide or service animal.

Retaliation Prohibited

The district will train all administrators, certificated personnel, and classroom personnel regarding their responsibilities under this policy and chapter 392-190 WAC. The training will aim to raise awareness of and eliminate bias based on sex, race, creed, religion, color, national origin, honorably discharged veteran or military status, sexual orientation, gender expression, gender identity, the presence of any sensory, mental or physical disability, or the use of a trained dog guide or service animal.

Any employee or student who engages in retaliation in violation of this policy will be subject to appropriate discipline.

Cross References:	2020 - Course Design, Selection and Adoption of Instructional Materials	
	2030 - Service Animals in Schools	
	2140 - Guidance and Counseling	
	2150 - Co-Curricular Program	
	2151 - Interscholastic Activities	
	3205 - Sexual Harassment of Students Prohibited	
	3206 - Pregnant and Parenting Students	
	3207 - Prohibition of Harassment, Intimidation, and Bullying of Students	
	3211 - Gender-Inclusive Schools	
	4217 - Effective Communication	
	4260 - Use of School Facilities	

Legal References	RCW 28A.300.286	Discrimination, harassment, intimidation, and bullying—policies and complaint procedures—
		Posting of model student handbook language
	Ch. 28A.640 RCW	Sexual equality
	Ch. 28A.642 RCW	Discrimination prohibition
	Ch. 49.60 RCW	Discrimination—Human Rights Commission

PASCO SCHOOL DISTRICT NO. 1

3210
Page 4 of 2

WAC 392-190-120	Training—Staff responsibilities—Bias awareness
Ch. 392-190 WAC	Equal Educational Opportunity—Unlawful discrimination prohibited
20 U.S.C. 7905	Boy Scouts of America Equal Access Act
42.U.S.C. 12101-12213	Americans with Disabilities Act
20 U.S.C. 1681-1688	Title IX of the Education Amendments of 1972
42 U.S.C. 2000d, et seq.	Title VI of the Civil Rights Act of 1964
34 C.F.R. Part 100	Nondiscrimination under programs receiving federal assistance through the Department of Education Effectuation of Title VI of the Civil Rights Act of 1964
34 C.F.R. Part 104	Nondiscrimination on the basis of handicap in programs or activities receiving federal financial assistance
34 C.F.R. Part 106	Nondiscrimination on the basis of sex in education programs or activities receiving federal financial assistance

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