

Students

Nondiscrimination

The district is committed to complying with anti-discrimination laws.

Definition

“Protected status” is short for the phrase “sex, race, ethnicity, creed, religion, color, national origin, honorably discharged veteran or military status, sexual orientation, gender expression, gender identity, homelessness, immigration or citizenship status, 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, and provides equal access to Scouting America (f/k/a Boy Scouts) and other designated youth groups.

Nondiscrimination Statement

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

1. Notice that the district may not discriminate in any programs or activities based on sex, race, ethnicity, creed, religion, color, national origin, honorably discharged veteran or military status, sexual orientation, gender expression, gender identity, homelessness, immigration or citizenship status, the presence or any sensory, mental or physical disability, neurodivergence, or the use of a trained dog guide or service animal, and provides equal access to Scouting America (f/k/a Boy Scouts) and other designated youth groups.
2. The name or title, office address, and telephone number of the employee designated as the compliance office under this policy, the Section 504 Coordinator, and the Title IX Coordinator.

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 schools’ websites.

Discriminatory Harassment

Students have the right to be free from discriminatory harassment. The district violates that right if the following conditions are met:

1. The alleged conduct is based on a student’s protected status.

2. The alleged conduct creates a hostile environment. A hostile environment is created if the alleged conduct is sufficiently severe, persistent, or pervasive that it limits or denies a student's ability to participate in or benefit from the district's course offerings, including any educational program or activity. A hostile environment could impact a student's life in many ways. Physical illness, anxiety about going to school, or a decline in grades or attendance could signal a hostile environment.
3. After receiving notice of the alleged conduct, if the district fails to take prompt and appropriate action to investigate it or fails to take prompt and effective steps reasonably calculated to end the harassment, eliminate the hostile environment, prevent its recurrence, and remedy its effects as appropriate. The district has notice of discriminatory harassment if a reasonable employee knew or, in the exercise of reasonable care, should have known about the harassment. Employees may have notice of discriminatory harassment if they receive an oral report from a student, parent, or other individual; receive a written complaint; witness harassing conduct; or become aware of harassment by members of the community or media.

Harassing conduct may include verbal acts and name-calling, graphic and written statements, or other conduct that may be physically threatening, harmful, or humiliating.

When the district receives notice of potential discriminatory harassment, it will take prompt and appropriate action to investigate and, as applicable, take prompt and effective steps reasonably calculated to end the harassment, eliminate the hostile environment, prevent its recurrence, and remedy its effects. Examples of the steps the district might take include imposing discipline, separating individuals, developing a safety plan, offering counseling, and providing additional training and instruction. These steps will not penalize the student who was harassed.

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 that each parent and student 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.

Compliance Officer

The Superintendent will designate a staff member who is responsible for monitoring and coordinating the district's compliance with chapter 392-190 WAC and the guidelines the Office of the Superintendent of Public Instruction has adopted under WAC 392-190-005.

The compliance officer is responsible for ensuring that all complaint procedures are properly investigated and resolved.

Training

The district will train all staff regarding their responsibilities under this policy and chapter 392-190 WAC. The training will aim to raise awareness of and eliminate bias based on the protected classes identified in this policy.

Retaliation Prohibited

The district will not intimidate, threaten, coerce, or discriminate against any individual who seeks to secure their rights under this policy or chapter 392-190 WAC or because the individual has filed a complaint under the complaint procedure. Further, the district will not tolerate someone else retaliating against another because they sought to secure their right under this policy or chapter 392-190 WAC or because they have filed a complaint under the complaints procedure.

Any person who retaliates will be subject to appropriate discipline.

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

Chapter 392-190 WAC Equal Educational Opportunity - Unlawful
Discrimination Prohibited
RCW 28A.640 Sexual equality
RCW 28A.642 Discrimination prohibition
RCW 49.60 Discrimination – Human rights commission
WAC 392-190 Training- Staff responsibilities – Bias awareness

42 U.S.C 12101-12213 Americans with Disabilities Act
42 U.S.C 2000d, et seq. Title IX of the Civil Rights Act of 1964
20 U.S.C 1681-1688 Title IX of the Education Amendments of 1972
20 U.S.C 7905 Boy Scouts of America Equal Access Act
34 CFR Part 100 Nondiscrimination Under Programs Receiving Federal
Assistance through the Department of Education Effectuation of Title VI of
the Civil Rights Act of 1964
34CFR 104 Nondiscrimination on the basis of handicap in programs or
activities receiving federal financial assistance
34 CFR Part 106 Nondiscrimination on the Basis of Sex in Education
Programs or Activities Receiving Federal Financial Assistance

Classification: Critical

Adoption Date: June 24, 1992
Revision Dates: January 26, 1994
March 25, 1998
January 29, 2014
August 22, 2018
January 14, 2026