

Policy: 3210

Section: 3000 - Students

Nondiscrimination

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

Definition

"Protected status" is short for the phrase "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 by a person with a disability."

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, 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.
2. The name or title, office address, and telephone number of the employee designated as the compliance officer under this policy, the Section 504 Coordinator, and the Title IX Coordinator.
3. Notice that the district provides equal access to the Boy Scouts of America and any other youth group listed in Title 36 of the United States Code as a patriotic society.

The district will include this statement in written announcements, notices, recruitment materials, employment application forms, and other publications made available to all students, parents, or employees.

The district may combine the statement described above with the notice described in Policy 3205.

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

Students have a 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, 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 the 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.

Chapter 49.60 RCW Discrimination—Human Rights Commission
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
20 U.S.C. §§ 1681–1688 Title IX of the Education Amendments of 1972
20 U.S.C. § 7905 Boy Scouts of American Equal Access Act
42 U.S.C. §§ 2000d, *et seq.* Title VI of the Civil Rights Act of 1964
42 U.S.C. §§ 12101-12213 Americans with Disabilities 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
34 CFR 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

Management Resources: 2016 - March Issue
 2014 - December Issue
 2013 - April Issue
 2012 - December Issue
 2011 - June Issue
 Policy News, August 2007 Washington’s Law Against Discrimination

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