

## **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.

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 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.

### **Compliance Officer**

The superintendent will designate an employee 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 (OSPI) has adopted under [WAC 392-190-005](#).

The compliance officer is responsible for ensuring that all complaints filed under the complaint procedure are promptly investigated and resolved.

### **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 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 rights under this policy or [Chapter 392-190 WAC](#) or because they have filed a complaint under the complaint procedure.

Any person who retaliates will be subject to appropriate discipline.

Cross references: [Board Policy 2030](#)  
[Board Policy 2121](#)  
[Board Policy 2140](#)  
[Board Policy 2150](#)  
[Board Policy 2151](#)  
[Board Policy 2152](#)  
  
[Board Policy 2211](#)  
  
[Board Policy 2311](#)  
  
[Board Policy 3204](#)  
  
[Board Policy 3205](#)  
[Procedure 3210P](#)  
[Board Policy 3211](#)  
[Board Policy 3213](#)  
[Board Policy 3221](#)  
[Board Policy 3300](#)  
[Board Policy 3418](#)  
[Board Policy 4218](#)  
[Board Policy 4333](#)

Service Animals in Schools  
Curriculum Development and Review  
Program Requirements  
Co-Curricular Program  
Interscholastic Athletics/Activities  
Nondiscrimination on the Basis of Sex in  
Education Programs and Activities and Title  
IX  
Education of Students with Disabilities Under  
Section 504 of the Rehabilitation Act of 1973  
Course Design, Selection, and Adoption of  
Instructional Material  
Prohibition of Harassment, Intimidation or  
Bullying of Students  
Sexual Harassment of Students  
Nondiscrimination  
Pregnant Students  
Gender-Inclusive Schools  
Student Publications  
Student Discipline  
Animals in Schools  
Language Access  
Non School Use of Buildings, Grounds and  
Equipment

Legal references: [RCW 28A.300.286](#)

[Chapter 28A.640 RCW](#)

[Chapter 28A.642 RCW](#)

[Chapter 49.60 RCW](#)

[Chapter 392-190 WAC](#)

[20 U.S.C. 1681-1688](#)

[20 U.S.C. 7905](#)

[34 CFR Part 100](#)

[34 CFR Part 104](#)

[34 CFR Part 106](#)

[42 U.S.C. 12101-12213](#)

[42 U.S.C. 2000d](#) Et Seq.

Discrimination, harassment, intimidation, and bullying—Policies and complaint procedures—Posting of model student handbook language

Sexual equality

Discrimination prohibited

Discrimination—Human rights commission

Equal educational opportunity—Unlawful discrimination prohibited

Title IX of the Education Amendments of 1972—Discrimination based on sex or blindness

Equal access to public school facilities—Boy Scouts of America Equal Access Act

Nondiscrimination Under Programs

Receiving Federal Assistance Through the Department of Education Effectuation of Title VI of the Civil Rights Act of 1964

Nondiscrimination on the Basis of Handicap in Programs or Activities Receiving Federal Financial Assistance

Nondiscrimination on the Basis of Sex in Education Programs or Activities Receiving Federal Financial Assistance

Americans with Disabilities Act

Title VI of the Civil Rights Act of 1964

Adopted: November 21, 1980

Revised: March 20, 1995

Revised: October 1997

Updated: March 2001

Revised: November 13, 2001

Revised: March 19, 2002

Updated: September 2006

Updated: November 2008

Revised: June 28, 2011

Updated: December 2011

Revised: June 23, 2015

Updated: March 2017

Updated: February 2018

Updated: June 2019

Updated: December 2019

Updated: January 2020

Updated: July 2020

Updated: August 2022

Updated: September 2022

Updated: August 2023

Updated: September 2024

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