

Nondiscrimination

The district will provide equal educational opportunity and treatment for all students in all aspects of the academic and activities program without discrimination based on sex, race, religion, creed, color, national origin, age, honorably-discharged veteran or military status, sexual orientation, gender expression or identity, disability, or the use of a trained dog guide or service animal and provides equal access to the Boy Scouts and other designated youth groups.

Questions or complaints of alleged discrimination can be directed to the district's Title IX/RCW 28A,640 Compliance Officer and ADA Coordinator and/or the 504 Coordinator: address 17 S School Road, Keller WA 99140.

Conduct against any student that is based on one of the categories listed above that is sufficiently severe, persistent or pervasive as to limit or deny the student's ability to participate in or benefit from the district's course offerings, educational programming or any activity will not be tolerated. 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.

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 statement will include: 1) notice that the district will not discriminate in any programs or activities on the basis of any of the above-listed categories; 2) the name and contact information of the district's compliance officer designated to ensure compliance with this policy; and 3) the name and contact information of the district's Section 504 and Title IX compliance officers.

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 district will offer or provide training to administrators and certified classroom personnel 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.

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| Cross References: | Board Policy 2020 | Curriculum Development and Adoption of Instructional Materials |
| | Board Policy 2030 | Service Animals in Schools |
| | Board Policy 2140 | Guidance and Counseling |
| | Board Policy 2150 | Co-Curricular Program |
| | Board Policy 4260 | Use of School Facilities |
| Legal References: | Chapter 28A.640 RCW | Sexual Equality |
| | Chapter 28A.642 RCW | Discrimination prohibition |
| | Chapter 49.60 RCW | Discrimination — Human rights commission |
| | WAC 392-190-020 | Equal Educational Opportunity — Unlawful Discrimination Prohibited |
| | WAC 392-400-215 | Boy Scouts of America Equal Access Act |
| | WAC 392-400-215 | Student rights |
| | 42 U.S.C. §§ 12101-12213 | Americans with Disabilities Act |