

PHILOSOPHY-GOALS-OBJECTIVES AND COMPREHENSIVE PLANS

Nondiscrimination in District Programs and Activities

The Board of Trustees is committed to providing equal opportunity for all individuals in education. District programs, activities and practices shall be free from discrimination based on race, color, ancestry, national origin, ethnic group identification, age, religion, marital or parental status, physical or mental disability, sex, sexual orientation gender, gender identity or expression, or genetic information; the perception of one or more of such characteristics; or association with a person or group with one or more of these actual or perceived characteristics.

- (cf. 4030 – Nondiscrimination in Employment)
- (cf. 4032 – Reasonable Accommodation)
- (cf. 4033 – Lactation Accommodation)
- (cf. 4119.11/4219.11/4319.11 – Sexual Harassment)
- (cf. 4161.8/4261.8/4361.8 – Family Care and Medical Leave)
- (cf. 5131.2 – Bullying)
- (cf. 5145.3 – Nondiscrimination/Harassment)
- (cf. 5145.7 – Sexual Harassment)
- (cf. 5146 – Married/Pregnant/Parenting Students)
- (cf. 6145.2 – Athletic Competition)
- (cf. 6164.4 – Identification and Evaluation of Individuals for Special Education)
- (cf. 6164.6 – Identification and Education Under Section 504)
- (cf. 6178 – Career Technical Education)
- (cf. 6200 – Adult Education)

Annually, the Superintendent or designee shall review district programs and activities to ensure the removal of any barrier that may unlawfully prevent an individual or group in any of the protected categories stated above from accessing district programs and activities, including the use of facilities. He/she shall take prompt, reasonable actions to remove any identified barrier. The Superintendent or designee shall report his/her findings and recommendations to the Board after each review.

- (cf. 1330 – Use of Facilities)

Pursuant to 34 CFR 104.8 and 34 CFR 106.9, the Superintendent or designee shall notify students, parents/guardians, employees, employee organizations and applicants for admission and employment, and sources of referral for applicants about the district's policy on nondiscrimination and related complaint procedures. Such notification shall be included in each announcement, bulletin, catalog, handbook, application form, or other materials distributed to these groups.

(cf. 1312.3 – Uniform Complaint Procedures)
(cf. 4031 – Complaints Concerning Discrimination in Employment)
(cf. 4112.9/4212.9/4312.9 – Employee Notifications)
(cf. 5145.6 – Parental Notifications)The district’s nondiscrimination policy and related informational materials shall be published in a format that parents/guardians can understand. In addition, when 15 percent or more of a school’s students speak a single primary language other than English, those materials shall be translated into that other language.

Access for Individuals with Disabilities

District programs and facilities, viewed in their entirety, shall be in compliance with the Americans with Disabilities Act and any implementing standards and/or regulations.

(cf. 6163.2 – Animals At School)
(cf. 7110 – Facilities Master Plan)
(cf. 7111 – Evaluating Existing Buildings)

The Superintendent or designee shall ensure that the district provides auxiliary aids and services where necessary to afford individuals with disabilities equal opportunity to participate in or enjoy the benefits of a service, program, or activity. These aids and services may include, but are not limited to, qualified interpreters or readers, assistive listening devices, notetakers, written materials, taped text, and Braille or large print materials.

(cf. 6020 – Parent Involvement)

Individuals with disabilities shall notify the Superintendent or principal if they have a disability that requires special assistance or services. Reasonable notification should be given prior to the school-sponsored function, program or meeting.

(cf. 9320 – Meetings and Notices)
(cf. 9322 – Agenda/Meeting Materials)

Legal References: Education Code
262.4 Prohibition of discrimination
Notices to parents in language other than English
Legislative intent: state policy
Government Code
Definitions
Nondiscrimination in programs or activities funded by state
Rules and regulations

-12996 Fair Employment and Housing Act
Brown Act compliance with Americans with Disabilities Act

Penal Code

Definition of hate crime

Interference with constitutional right or privilege

Code of Regulations, Title 5

-4687 Uniform complaint procedures

-4965 Nondiscrimination in elementary and secondary education programs

United States Code, Title 20

-1482 Individuals with Disabilities in Education Act

-1688 Discrimination based on sex or blindness, Title IX

-2415 Carl D. Perkins Vocational and Applied Technology Act

State plans

Local education agency plans

United States Code, Title 29

Section 504 of the Rehabilitation Act of 1973

United States Code, Title 42

d-2000d-7 Title VI, Civil Rights Act of 1964

e-2000e-17 Title VII, Civil Rights Act of 1964 as amended

h-2000h-6 Title IX

-12213 Americans with Disabilities Act

Code of Federal Regulations, Title 28

-35.190 Americans with Disabilities Act

Auxiliary aids and services

Code of Federal Regulations, Title 34

-100.13 Nondiscrimination in federal programs, effectuating Title VI

-104.39 Section 504 of the Rehabilitation Act of 1973

-106.61 Discrimination on the basis of sex, effectuating Title IX, especially:

Dissemination of policy

Management Resources:

CSBA PUBLICATIONS

Providing a Safe, Nondiscriminatory School Environment for Transgender and Gender-Nonconforming Students, Policy Brief, February 2014

Interim Guidance Regarding Transgender Students, Privacy, and Facilities, September 27, 2013

Safe Schools: Strategies for Governing Boards to Ensure Student Success, 2011

U.S. DEPARTMENT OF EDUCATION, OFFICE FOR CIVIL RIGHTS PUBLICATIONS

Notice of Non-Discrimination, January 1999

Protecting Students from Harassment and Hate Crime, January 1999

Nondiscrimination in Employment Practices in Education, August 1991

U.S. DEPARTMENT OF JUSTICE PUBLICATIONS

2010 ADA Standards for Accessible Design, September 2010

WEB SITES

CSBA: <http://www.csba.org>

California Department of Education: <http://www.cde.ca.gov>

California Safe Schools Coalition: <http://www.casafeschools.org>

Pacific ADA Center: <http://www.adapacific.org>

U.S. Department of Education, Office for Civil Rights:

<http://www.ed.gov/about/offices/list/ocr>

U.S. Department of Justice, Civil Rights Division, Americans with Disabilities

Act: <http://www.ada.gov>

Policy Adopted:	March 12, 1981
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Revised Policy Adopted:	August 11, 2015