

## **STUDENTS**

### Nondiscrimination

The Port Townsend School District will provide equal educational opportunity and treatment for all students in all aspects of the academic and activities program without discrimination based on race, religion, creed, color, immigration status, national origin, age, honorably-discharged veteran or military status, sex, sexual orientation, gender expression or identity, marital status, 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. The district will provide equal access to school facilities to the Boys Scouts of America and all other designated youth groups listed in Title 36 of the United States Code as a patriotic society. District programs will be free from sexual harassment. Auxiliary aids and services will be provided upon request to individuals with disabilities.

Conduct against any student that is based on one of the categories listed above that limits or denies 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 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:

- A. notice that the district will not discriminate in any programs or activities on the basis of any of the above-listed categories;
- B. the name and contact information of the district's compliance officer designated to ensure compliance with this policy; and
- C. the names and contact information of the district's Section 504 and Title IX compliance officers.

The district will annually publish a non-discrimination notice that informs students, students' parents/guardians (in a language that they can understand, which may require language assistance), and employees of the district's discrimination complaint procedures.

The superintendent will designate a staff member to serve as the compliance officer for this policy. The compliance officer will be responsible for investigating and discrimination complaints communicated to the district.

The district will provide training to administrators and certificated and 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.

Cross References:	Policy 2020	Curriculum Development and Adoption of Instructional Materials
	Policy 2030	Service Animals in Schools
	Policy 2140	Guidance and Counseling
	Policy 2150	Co-Curricular Program
	Policy 2151	Interscholastic Athletics and Activities
	Policy 3205	Sexual Harassment of Students Prohibited
	Policy 3207	Prohibition of Harassment, Intimidation, or Bullying
	Policy 3211	Gender-Inclusive Schools
	Policy 4217	Effective Communication
	Policy 4260	Use of School Facilities
Legal References:	RCW 28A.640	Sexual Equality
	RCW 28A.642	Discrimination prohibition
	RCW 49.60	Discrimination -Human Rights Commission
	20 U.S.C. 7905	Boy Scouts of America Equal Access Act
	42 U.S.C.§§ 12101-12213	Americans with Disabilities Act
	WAC 392-190-020	Training-Staff responsibilities-Bias awareness
WAC 392-190-060	Compliance-School district designation of responsible employee – Notification	
WAC 392-400-215	Student Rights	
Management Resources:	Policy News, March 2016	
	Policy News, Dec 2014	
	Policy News, April 2013	
	Policy News, Dec 2012	
	Policy News, June 2011	
	Policy News, August 2007	Washington’s Law Against Discrimination

**Date: 12/12/85; 1/19/89; 12/20/99; 10/28/02; 5/23/05; 11/26/07; 8/8/11; 7/13/15; 4/24/17; 11/18/19.**