

Equal Opportunity and Nondiscrimination of Students in School and Classroom Practices

The District will provide an equal opportunity, for all students to achieve their maximum potential through the programs and activities offered by the District without discrimination on the basis of actual or perceived race, color, age, creed, religion, sex, gender, sexual orientation, gender identity, gender expression, ancestry, national origin/ethnicity, veteran status, marital status or handicap/disability, as required by Title VI, Title IX and Section 504. Furthermore, the District provides equal access to the Boy Scouts and other designated youth groups, as required by law.

As used in this Policy and the accompanying Administrative Regulation, “nondiscrimination” refers to non-discrimination with respect to students on the basis of actual or perceived race, color, age, creed, religion, sex, gender, sexual orientation, gender identity, gender expression, ancestry, national origin/ethnicity, veteran status, marital status, or handicap/disability. This Policy and the accompanying Administrative Regulation is intended to govern the investigation of complaints of discrimination related to the topics listed in the accompanying Administrative Regulation. To the extent that a complaint of discrimination is received pursuant to this Policy but should instead properly be handled in accordance with an investigation procedure outlined in another Board Policy, the Title IX Coordinator, in consultation with the Superintendent, as needed, may redirect such complaint so as to be handled in accordance with the appropriate Board Policy.

The District shall provide to all students, without discrimination, course offerings, counseling, assistance, services, employment, athletics and extracurricular activities. The equitable distribution of District resources is one means the District shall use to ensure all students receive a quality education. The District shall make reasonable accommodations for identified physical and mental impairments that constitute disabilities, consistent with the requirements of federal and state laws and regulations.

The District shall comply with federal law and regulations under Title IX prohibiting sexual harassment, which is a form of unlawful discrimination on the basis of sex. Such discrimination shall be referred to throughout this Policy and the accompanying Administrative Regulation as Title IX sexual harassment and which is more fully defined in the accompanying regulation. Inquiries regarding the application of Title IX to the District may be referred to the Title IX Coordinator, to the Assistant Secretary for Civil Rights of the U.S. Department of Education, or both.

Students and third parties who believe they or others have been subject to discrimination are encouraged to promptly report such alleged incidents to the Title IX Coordinator, a building administrator, teacher, or school counselor, even if some elements of the related incident took place or originated away from school grounds, school activities or school conveyances. If the Title IX Coordinator is the subject of the report, then the incident shall be reported to the Superintendent. In the event a report of Title IX sexual harassment, other discrimination, or retaliation is received by a school employee other than the Title IX Coordinator (or, the Superintendent in the event that the Title IX

Coordinator is the subject of the report), such report shall promptly be forwarded to the Title IX Coordinator (or, the Superintendent in the event that the Title IX Coordinator is the subject of the report) for response and investigation in accordance with applicable legal obligations.

In order to maintain a program of nondiscrimination practices that is in compliance with applicable laws and regulations, the Board designates the Director of Equity and Public Programs as the District's Title IX Coordinator. The contact information and procedures for contracting the Title IX Coordinator are included in the accompanying Administrative Regulation. Depending on the specific allegations raised in a complaint received pursuant to this Policy, the Superintendent may designate additional individuals to assist the Title IX Coordinator in carrying out their responsibilities outlined herein.

Verbal or written complaints of discrimination shall be investigated promptly, and appropriate corrective or preventative action be taken when allegations are substantiated. Confidentiality of all parties, witnesses, the allegations, the filing of a complaint and the investigation shall be maintained, consistent with the District's legal and investigative obligations.

No reprisals or retaliation by the District or any other person shall occur as a result of:

- Reporting or making a formal complaint of any form of discrimination or retaliation, including Title IX sexual harassment;
- Testifying, assisting, participating or refusing to participate in a related investigation, process or other proceeding or hearing; or
- Acting in opposition to practices the person reasonably believes to be discriminatory.

The District, its employees and others are prohibited from intimidating, threatening, coercing, or discriminating against anyone for actions described above. Individuals are encouraged to contact the Title IX Coordinator (or the Superintendent, in the event the allegations involve the Title IX Coordinator) immediately if retaliation is believed to have occurred.

The Superintendent or designee shall ensure that procedures for resolving complaints involving discrimination against students are developed and made part of the accompanying Administrative Regulation. The procedures shall be distributed periodically to all students and posted in prominent locations for students and third parties to access.

The Title IX Coordinator is responsible for ensuring that adequate nondiscrimination procedures are in place, and for recommending new procedures or modification to

existing procedures, to ensure the effectiveness of this Policy and the accompanying Administrative Regulation.

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