

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 race, religion, creed, color, 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. Access to and use of district facilities will be free from discrimination as defined in Policy 4260. District programs will be free from sexual harassment as defined in Policy 3205 and Policy 5011. Prohibition of harassment, intimidation, and bullying is addressed in Policy 3207, and disciplinary procedures for misconduct, including but not limited to physical aggression, fighting, threats, vandalism, taunting, abusive language or slurs is outlined in Procedure 3241.

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

When a district employee knows, or reasonably should know, that potential discrimination or discriminatory harassment is occurring or has occurred, they will intervene as applicable and follow the process and timeline for reporting to an administrator or Civil Rights Compliance Officer, as outlined in Procedure 3210P Nondiscrimination.. The district will take prompt and effective steps reasonably calculated to end the harassment, prevent its recurrence, and remedy its effects.

The district will provide at minimum annual training to administrators, certificated and classroom educators, and office staff regarding their responsibilities under this policy in order to raise awareness of and eliminate bias and discrimination based on the protected classes identified in this policy.

As required by law to ensure that there is equal opportunity for all students, the district will provide continuous notice of the nondiscrimination statement on its website, and will annually publish notice reasonably calculated to inform students, families (in a language that they can understand, which may require language assistance), and employees of the district's discrimination complaint procedure. 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 names and contact information of the district's Section 504 and Title IX compliance officers.

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

Cross References:	Board Policy	2020	Curriculum Development and Adoption of Instructional Materials
		2030	Service Animals in Schools
		2140	Guidance and Counseling
		2150	Co-Curricular Program
		2151	Interscholastic Activities
		2161	Special Education and Related Services for Eligible Students
		3205	Prohibition of Sexual Harassment – Students
		3207	Prohibition of Harassment, Intimidation and Bullying
		3241	Student Behavior, Corrective Actions and/or Interventions
		4218	Language Access Plan
		4260	Use of School Facilities
		5011	Sexual Harassment
Legal References:	Chapter 28A.640 RCW		Sexual Equality
	Chapter 28A.642 RCW		Discrimination prohibition
	Chapter 49.60 RCW		Discrimination — Human rights commission
	Chapter 392-190 WAC		Equal Educational Opportunity — Unlawful Discrimination Prohibited
	Chapter 392-190-060 WAC		Compliance – Local school district – Designation of responsible employee - Notification
	Chapter 392-400-215 WAC		Student rights
	Chapter 392-190-020 WAC		Training – Staff responsibilities – Bias awareness
	34 CFR Sec. 108.6		Equal Access to Public School Facilities For The Boy Scouts of America and Other Designated Youth Groups

42 U.S.C. §§ 12101-12213

Americans with Disabilities Act

Management Resources:

Policy and Legal News, December
2014, March 2016

Policy and Legal News, April 2013
Policy News, June 2011

Policy News, August 2007

Nondiscrimination Policy Revised
Washington's Laws on Discrimination

Washington's Law Against
Discrimination

Adoption Date: 09.18.12

Bellevue School District

Revised: 11.19.13, 9.16.14, 08.05.20