

Nondiscrimination

ESD 112 is committed to providing equal educational opportunities for all students, free from discrimination. No student shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any ESD 112 education program or activity, as defined by Title IX.

Educational Service District 112 does not discriminate on the basis of race, religion, creed, color, sex, national origin, marital status, sexual orientation, gender expression or identity, age, honorably-discharged_veteran or military status, the presence of any sensory, mental, or physical disability, or the use of a trained guide dog or service animal by a disabled person.

ESD 112 programs will be free from sexual harassment. 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 ESD's course offerings; educational programming or any activity will not be tolerated. When an ESD 112 employee knows, or reasonably should know, that such discriminatory harassment is occurring or has occurred, the ESD will take prompt and effective steps reasonably calculated to end the harassment, prevent its recurrence and remedy its effects.

The ESD'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 ESD 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 ESD's compliance officer designated to ensure compliance with this policy; and 3) the names and contact information of the ESD's Section 504 and Title IX compliance officers.

The ESD 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 ESD's discrimination complaint procedure.

Any student enrolled in or applying for admission to any ESD 112 education program or activity, or the parent or legal guardian of any such student who is under the age of 18, who believes the student may have been discriminated against in violation of Policy 3210, shall have the opportunity to have their concerns addressed in accordance with the grievance procedures that are adopted by the Superintendent.

The Superintendent shall appoint a staff member to serve as the ESD 112 compliance officer, who shall: Monitor and coordinate ESD 112's compliance, investigate grievances that are filed by students or their parents/legal guardians; and perform those actions that are required in the grievance procedures that are adopted by the Superintendent.

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 Training – Staff responsibilities – bias
Awareness*

*WAC 392-190-060 Compliance – School district designation of
responsible employee – Notification*

WAC 392-400-215 Student rights

20 U.S.C. 7905 Boy Scouts of American Equal Access Act

42 U.S.C. 12101-12213 Americans with Disabilities Act

Adoption Date: **12-19-08**

Revised Dates: **4-26-16**

Renumbered: **202 to 3210 4-26-16**