

Nondiscrimination

ESD 112 will provide equal educational opportunities for all students in all aspects of ESD programs without discrimination based on sex, race, ethnicity, religion, creed, color, national origin, age, honorably discharged veteran or military status, the presence of any sensory, mental or physical disability, neurodivergence, homelessness, immigration or citizenship status, sexual orientation, gender expression, gender identity or the use of a trained guide dog or service animal by a person with a disability. The ESD will provide equal access to ESD facilities that house student programs for the Boy Scouts of America and all other designated youth groups listed in Title 36 of the United States Codes as a patriotic society. Auxiliary aids and services will be provided upon request to individuals with disabilities. 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 published on the ESD website and in newsletters and written communications to students or families of students or children who participate in ESD 112 programs and activities. In addition, the nondiscrimination statement will be included in bulletins, announcements, publications, catalogs, applications forms or recruitment materials that are made available to applicants, students, families of children and participants in ESD programs. 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 an employee to serve as the ESD 112 compliance officer, who will be responsible for investigating discrimination complaints communicated to the ESD. The ESD will provide training to employees regarding their responsibilities under this policy.

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

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