

Students - Welfare

Nondiscrimination/Harassment

The Board of Education shall ensure a safe school environment that allows for all students equal access and opportunities in the district's academic, extracurricular, and other educational support programs, services, and activities.

The Board of Education prohibits, at any district school or school activity, unlawful discrimination, including discriminatory harassment, intimidation, and bullying targeted at any student by anyone, based on the student's actual or perceived race, color, ancestry, national origin, nationality, ethnicity, ethnic group identification, age, religion, marital or parental status, physical or mental disability, sex, sexual orientation, gender, gender identity, or gender expression, or association with a person or group with one or more of these actual or perceived characteristics.

This policy shall apply to all acts related to school activity or to school attendance occurring within a district school, and to acts which occur off campus or outside of school-related or school-sponsored activities but which may have an impact or create a hostile environment at school.

Unlawful discrimination, including discriminatory harassment, intimidation, or bullying, includes physical, verbal, nonverbal, or written conduct based on any of the categories listed above. Unlawful discrimination also shall include the creation of a hostile environment when the prohibited conduct is so severe, persistent, or pervasive that it affects a student's ability to participate in or benefit from an educational program or activity; creates an intimidating, threatening, hostile, or offensive educational environment; has the effect of substantially or unreasonably interfering with a student's academic performance; or otherwise adversely affects a student's educational opportunities.

Unlawful discrimination also includes disparate treatment of students based on one of the categories above with respect to the provision of opportunities to participate in school programs or activities or the provision or receipt of educational benefits or services.

The Board of Education also prohibits any form of retaliation against any individual who reports or participates in the reporting of unlawful discrimination, files or otherwise participates in the filing of a complaint or investigates or participates in the investigation of a complaint or report alleging unlawful discrimination. Retaliation complaints shall be investigated and resolved in the same manner as a discrimination complaint.

The Superintendent or designee shall facilitate students' access to the educational program by publicizing the district's nondiscrimination policy and related complaint procedures to students, parents/guardians, and employees. He/she shall provide training and information on the scope

Students - Welfare

Nondiscrimination/Harassment

and use of the policy and complaint procedures and take other measures designed to increase the school community's understanding of the requirements of law related to discrimination.

The Superintendent or designee shall regularly review the implementation of the district's nondiscrimination policies and practices and, as necessary, shall take action to remove any identified barrier to student access to or participation in the educational program. He/she shall report his/her findings and recommendations to the Board after each review.

Regardless of whether a complainant complies with the writing, timeline, and/or other formal filing requirements, all complaints alleging unlawful discrimination, including discriminatory harassment, intimidation, or bullying, shall be investigated and prompt action taken to stop the discrimination, prevent recurrence, and address any continuing effect on students.

Students who engage in unlawful discrimination, including discriminatory harassment, intimidation, bullying, or retaliation in violation of law, Board policy, or administrative regulation shall be subject to appropriate consequence or discipline, which may include suspension, and/or expulsion for behavior that is severe or pervasive as defined in Education Code 48900.4. Any employee who permits or engages in prohibited discrimination, including discriminatory harassment, intimidation, bullying, or retaliation shall be subject to disciplinary action, up to and including dismissal.

Record-Keeping

The Superintendent or designee shall maintain a record of all reported cases of unlawful discrimination, including discriminatory harassment, intimidation, or bullying, to enable the district to monitor, address, and prevent repetitive prohibited behavior in district schools.

Students - Welfare

Nondiscrimination/Harassment

Legal Reference: Education Code, Sections 200-262.4; 48900.3; 48900.4; 48904; 48907;
48950; 48985; 49020-49023; 51500; 51501; 60044
Civil Code, Section 1714.1
Penal Code, Sections 422.55; 422.6
California Code of Regulations, Title 5, Sections 432; 4600-4687; 4900-
4965
United States Code, Title 20, Sections 1681-1688; 12101-12213;
United States Code, Title 29, Section 794;
United States Code, Title 42, Sections 2000d-2000e-17; 2000h-2-2000h-6;
6101-6107
Code of Federal Regulations, Title 28, Section 35.107;
Code of Federal Regulations, Title 34, Sections 99.31; 100.3; 104.7;
106.8; 106.9
Court Decisions:
Donovan v. Poway Unified School District, (2008) 167 Cal.App.4th 567;
Flores v. Morgan Hill Unified School District, (2003) 324 F.3d 1130

Policy Adopted: 06/04/1985
Policy Amended: 05/21/1996; 02/05/2002; 01/14/2003; 11/05/2013; 03/01/2016; 10/18/2016