

Nondiscrimination

Purpose

This policy prescribes that Valley School District will provide equal educational opportunity to all students.

Scope

This policy applies to the Board of Directors, Superintendent, Affirmative Action Officer, Compliance Officer, employees, students, parents and guardians, and visitors.

Policy

1. Valley School 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, sex, sexual orientation, gender expression or identity, honorably-discharged veteran or military status, marital status, the presence of any physical, sensory or mental disability, or the use of a trained dog guide or service animal by a person with a disability. The district will provide equal access to school facilities to the Boy Scouts of America and all other designated youth groups listed in Title 36 of the U.S. Code as a patriotic society. District programs will be free from sexual harassment. Auxiliary aids and services will be provided upon request to individuals with disabilities.
2. 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 district's course offerings, educational programming or any activity will not be tolerated. When a district employee knows, or reasonably should know, that such discriminatory harassment is occurring or has occurred, the district will take prompt and effective steps reasonably calculated to end the harassment, prevent its recurrence and remedy its effects.
3. The district'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:
 - (a) Notice that the district will not discriminate in any programs or activities on the basis of any of the above-listed categories.
 - (b) The name and contact information of the district's compliance officer designated to ensure compliance with this policy.
 - (c) The names and contact information of the district's Section 504 and Title IX compliance officers.

4. The district will annually publish notice reasonably calculated to inform students, parents or guardians (in a language that they can understand, which may require language assistance), and employees of the district's discrimination complaint procedure.
5. The Superintendent will designate a staff member to serve as the compliance officer for this policy. The compliance officer will be responsible for investigating any discrimination complaints communicated to the district.
6. The district will provide training to administrators and certificated and classroom personnel regarding their responsibilities under this policy and to raise awareness of and eliminate bias and discrimination based on the protected classes identified in this policy.

Related Procedures

2020P1-Course Design, Selection and Adoption of Instructional Materials
2162P1-Education of Students with Disabilities
2151P1-Interscholastic Activities
3210P1-Nondiscrimination
3211P1-Gender Nondiscrimination

Policy Cross References

2020-Course Design, Selection and Adoption of Instructional Materials
2151-Interscholastic Activities
2162-Education of Students with Disabilities
3211-Gender Nondiscrimination
4260-Community Use of School Facilities
5010-Equal Employment Opportunity and Affirmative Action

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

Management Resources

Policy & Legal News, March 2016 – Other Policy Updates

Policy & Legal News, December 2014 – Nondiscrimination in schools addressed in revised WACs

Policy & Legal News, April 2013 – Revisions to nondiscrimination policy helps districts demonstrate compliance

Policy News, December 2012

Policy News, June 2011

Policy News, August 2007 – Washington’s Law Against Discrimination

Policy History

Action:	Date:
Approved by the Board	Unknown
Revised	August 15, 2012
Revised	January 16, 2013
Revised	January 28, 2015
Revised	February 19, 2020
Revised	