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, 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. 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 United States 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. The following employees have been designated to handle questions and complaints of alleged discrimination: Civil Rights and Section 504 Coordinator: Jim Fry, (509) 525-4827, jfry@cpps.org, Title IX Coordinator: Marissa Waddell (509) 525-4827, mwaddell@cpps.org 1755 South College Avenue, College Place, Washington, 99324.

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.

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: 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 district 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 district's discrimination complaint procedure.

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.

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.

To this end the Board is committed and supportive of the following:

A. The inherent dignity and the equal and inalienable rights of all students and staff;

B. The right to and responsibility for an educational environment which extends equal rights to all without discrimination through its policies and practices;

C. Universal respect for and observance of these rights to ensure that all students are provided a school and classroom environment in which they are free to learn, encouraged to accept and respect themselves and to treat others with dignity and respect; and

D. An education of superior quality for all students that includes greater appreciation of and respect for human individuality and cultural differences and similarities which contribute to our democratic nation as a whole, and more particularly the cultural contributions that makes up our community.

Cross References:	4217 – Effective Communication 4260 - Use of School Facilities 3211 - Transgender Students 2151 - Interscholastic Activities 2150 - Co-Curricular Program 2140 - Guidance and Counseling 2030 - Service Animals in Schools 2020 - Course Design, Selection and Adoption of Instructional Materials
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:	2016 – March Issue 2014 - December Issue 2013 - April Issue 2012 - December Issue 2011 - June Issue Policy News, August 2007 Washington's Law Against Discrimination

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College Place School District No. 250