<u>MOUNT BAKER POLICY 3210</u>
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, marital status, 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.

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.

Cross Reference:

MB Policy 2020	Curriculum Development and Adoption of Instructional Materials
MB Policy 2030	Service Animals in Schools
MB Policy 2140	Guidance and Counseling
MB Policy 2150	Co-Curricular Program
MB Policy 2151	Interscholastic Activities
MB Policy 3211	Transgender Students
MB Policy 4217	Effective Communication
MB Policy 4260	Use of School Facilities

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 America Equal Access Act
42 U.S.C. §§ 12101-12213	Americans with Disabilities Act

Management Resources:

Policy & Legal News, March 2016
Policy & Legal News, December 2014
Policy & Legal News, April 2013 — Nondiscrimination Policy Revised
Policy News, June 2011 — Washington's Laws on Discrimination
Policy News, August 2007 — Washington's Law Against Discrimination

Adoption Date: 01.24.13
Mount Baker School District
Classification: Essential
Revised: 08.08.13; 01.09.14; 02.12.15; 05.12.16; 08.11.16