



**Subject:** Nondiscrimination in School Programs and Activities

**Effective Date:** June 7, 2018

**Approved By:** Board of Directors

**Policy:** 1001.1

The Board of Directors is committed to equal opportunity for all individuals in education. School programs and activities shall be free of discrimination based on actual or perceived disability, gender, gender expression, nationality, race or ethnicity, religion, sexual orientation, or association with an individual who has any of the aforementioned characteristics. This includes any other characteristics contained in the definition of hate crimes set forth in Section 422.55 of the Penal Code.

The Board shall promote programs which ensure that discriminatory practices are eliminated in all school activities.

School programs and facilities, viewed in their entirety shall be readily accessible to and usable by individuals with disabilities. In addition, new construction and alterations to facilities existing before January 26, 1992, shall be accessible when viewed in their entirety.

The Superintendent shall ensure that the school provides auxiliary aids and services where necessary to afford individuals with disabilities equal opportunity to participate in or enjoy the benefits of a service, program, or activity. These aids and services may include, but are not limited to, qualified interpreters or readers, assistive listening devices, note takers, written materials, taped text, and Braille or large print materials.

Individuals with disabilities shall notify the Superintendent or designee if they have a disability that requires special assistance or services. Reasonable notification should be given prior to the school-sponsored function, program, or meeting.

The Superintendent shall notify students, parents/guardians, employees, employee organizations and applicants for admission and employment, and sources of referral for applicants about the school's policy on nondiscrimination. Such notification shall be included in each announcement, bulletin, catalog, application form, or other recruitment materials distributed to these groups.

The Superintendent shall also provide information about related complaint procedures. To the extent possible, the school's nondiscrimination policy shall be published in the individual's primary language.