STUDENTS

Nondiscrimination

The Port Townsend 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, immigration status, 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 Boys 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 limits or denies 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 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:

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; and
C. the names and contact information of the district’s Section 504 and Title IX compliance officers.

The district will annually publish a non-discrimination notice that informs students, students’ parents/guardians (in a language that they can understand, which may require language assistance), and employees of the district’s discrimination complaint procedures.

The superintendent will designate a staff member to serve as the compliance officer for this policy. The compliance officer will be responsible for investigating and 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 References:

- Policy 2020: Curriculum Development and Adoption of Instructional Materials
- Policy 2030: Service Animals in Schools
- Policy 2140: Guidance and Counseling
- Policy 2150: Co-Curricular Program
- Policy 2151: Interscholastic Athletics and Activities
- Policy 3205: Sexual Harassment of Students Prohibited
- Policy 3207: Prohibition of Harassment, Intimidation, or Bullying
- Policy 3211: Gender-Inclusive Schools
- Policy 4217: Effective Communication
- Policy 4260: Use of School Facilities

Legal References:

- RCW 28A.640: Sexual Equality
- RCW 28A.642: Discrimination prohibition
- RCW 49.60: Discrimination - Human Rights Commission
- 42 U.S.C. §§ 12101-12213: Americans with Disabilities Act
- 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

Management Resources:

- Policy News, March 2016
- Policy News, Dec 2014
- Policy News, April 2013
- Policy News, Dec 2012
- Policy News, June 2011
- Policy News, August 2007
- Washington’s Law Against Discrimination

Date: 12/12/85; 1/19/89; 12/20/99; 10/28/02; 5/23/05; 11/26/07; 8/8/11; 7/13/15; 4/24/17; 11/18/19.