

# **OLYMPIC ESD 114 BOARD POLICY NONDISCRIMINATION OF STUDENTS**

## **POLICY 3210**

Olympic Educational Service District 114 (OESD) will provide equal educational opportunities for all students in all of its programs and activities without discrimination with respect to race, creed, religion, color, national origin, age, veteran or military status, sex, sexual orientation including gender expression or identity, marital status, the presence of any sensory, mental, or physical disability, or the use of a trained guide dog or service animal by a person with a disability or other basis protected by applicable law. Equal access to activities, facilities and programs is provided to the Boy Scouts of America and other designated youth groups.

The OESD Superintendent or designee shall be the OESD compliance officer responsible for OESD's compliance with this Board policy and applicable state and federal laws.

Any student served directly by (OESD) may file a complaint with the compliance officer alleging the OESD has violated non-discrimination laws.

When an OESD employee is aware that discriminatory harassment is occurring or has occurred, the employee shall notify his/her immediate supervisor. OESD will take prompt steps to end the alleged harassment and prevent any recurrence.

The superintendent or designee will address the elements of this policy as well as appoint a compliance officer to receive complaints and ensure policy implementation.

### **Legal References:**

RCW 28A.640 Sexual Equality

RCW 28A.642 Discrimination prohibition

RCW 49.60 Discrimination – Human Rights Commission

Title VI of the Civil Rights Act of 1964

Title IX of the Education Amendments of 1972

Section 504 of the Rehabilitation Act of 1973

Americans with Disabilities Act (ADA)

WAC 392-400 Student Discipline

WAC 392-190 Equal Educational Opportunity--Unlawful  
Discrimination Prohibited

Date Adopted: November 16, 2015

Renumbered: January 21, 2016, from 5030

Revised: June 20, 2019