

Human Resources  
Linda D. Littlefield  
Executive Director of Human Resources



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Date: December 17, 2013  
To: Stanwood Camano School Board  
From: Linda Littlefield  
RE: Policy 3210, Nondiscrimination

Attached you will find my recommended revisions to Board of Director Policy 3210 *Nondiscrimination*. The policy is being updated to address significant changes in the law since the policy's most recent update in 1993. The law has broadened the scope of protected attributes or characteristics. Those are now reflected in this policy.

The major components of the policy include identification of protected attributes or characteristics, assures that the district provides for an annual evaluation, notice, and complaint procedures as required by law to insure that there is equal opportunity for all students in the district, and requires the district to designate a staff member to serve as an affirmative action/Title IX compliance officer. All of these components are covered in this policy.

This is the second reading of the policy.

**RECOMMENDATION:** To approve Policy 3210, Nondiscrimination as revised.

## NONDISCRIMINATION

The district shall provide equal educational opportunity and treatment for all students in all aspects of the academic and activities program without regard to race, ~~creed~~, color, national origin, creed, religion, sex, sexual orientation including gender expression or identity, economic status, marital status, pregnancy, previous arrest (unless a clear and present danger exists), previous incarceration, the presence of any or non-program related physical, sensory or mental disability or the use of a trained dog guide or service animal by a student with a disability. ~~ies. RCW 49.60 Law Against Discrimination. District programs shall be free from sexual harassment.~~

District students shall be free from harassment based on legally protected attributes or characteristics.

The superintendent, or designee, shall provide for the annual evaluation, periodic surveys, annual notice and complaint procedures as required by law to insure that there is in fact equal opportunity for all students in the district.

The board shall designate a staff member to serve as affirmative action/ Title IX compliance officer.

Cross References:	Board Policy 2020 2140 2150	Curriculum Development and Adoption of Instructional Materials Guidance and Counseling Co-Curricular Program
Legal References:	RCW 28A.640 RCW 49.60 RCW 42 U.S.C. §§ 12101-12213 WAC 180-40-215 WAC 392-190	Sexual Equality Mandated for Public Schools Law Against Discrimination Americans with Disabilities Act Student rights Equal Educational Opportunity – Sex Discrimination Prohibited