

**NONDISCRIMINATION**

The NWESD 189 will provide equal educational opportunity and treatment for all students referred by member districts in all aspects of all cooperative programs without discrimination based on race, religion, creed, color, national origin, citizenship or immigration status, age, honorably-discharged veteran or military status, sex, sexual orientation (gender expression or identity), marital status, previous arrest (unless a clear and present danger exists), or incarceration, 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 NWESD 189 will provide equal access of its 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. All NWESD 189 student programs will be free from sexual harassment. Allegations will be processed and resolved as delineated by the staff Sexual Harassment Policy 5011 and Procedure 5011-P.

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 any member district-referred student's ability to participate in or benefit from the NWESD 189's course offerings, educational programming, or any activity will not be tolerated. When a NWESD 189 employee knows, or reasonably should know, that such discriminatory harassment is occurring or has occurred, the NWESD 189 will take prompt and effective steps reasonably calculated to end the harassment, prevent its recurrence and remedy its effects.

The NWESD 189'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 NWESD 189 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 NWESD 189's Compliance Officer designated to ensure compliance with this policy; and 3) the names and contact information of the NWESD 189's Section 504 and Title IX/Civil Rights Compliance Officer.

The NWESD 189 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 NWESD 189'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 NWESD 189.

The NWESD 189 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.

First Reading:	04/25/01	Reference:
Second Reading:	05/23/01	20 U.S.C. § 7905
Reviewed:	01/24/07	42 U.S.C. §§ 12101-12213
Revised:	09/26/07	Americans With Disabilities Act
Revised:	03/23/11	RCW 28A.310.180

Revised:	08/24/11	RCW 28A.310.210
Revised:	10/24/12	RCW 28A. 640
Revised:	01/23/13	RCW 28A.642
Revised:	06/26/13	RCW 49.60
Revised:	02/25/15	WAC 392-400-215
Revised:	10/26/16	WAC 392-190
Revised:	06/23/21	

Cross Reference:  
Policy 2020  
Policy 3211  
Policy 4260

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