
ANTI-DISCRIMINATION, ANTI-HARASSMENT, ANTI-INTIMIDATION, AND ANTI-BULLYING POLICY

Intent of Policy

It is the policy of the Board to provide equal educational opportunities without regard to actual or perceived race or ethnicity, nationality, disability, gender, gender identity, gender expression, religion, sexual orientation, immigration status, or association with a person or group with one or more of these actual or perceived characteristics.

Discrimination/Harassment/Intimidation/ Bullying Prohibited in the District's Programs and Activities

The District prohibits discrimination, harassment, intimidation, and bullying based on any of the following actual or perceived characteristics:

1. Disability;
2. Gender;
3. Gender identity;
4. Gender expression;
5. Nationality;
6. Race or Ethnicity;
7. Religion;
8. Sexual orientation;
9. Immigration Status; or
10. The association with a person or group with one or more of these actual or perceived characteristics.

Policy Applies to All District Activities

This policy applies to any and all acts related to a District activity or attendance that occur in a District school.

Protection of All Individuals

This policy applies to any prohibited discrimination, harassment, intimidation, or bullying directed against any student, employee, or other individuals participating in a District program or District activity.

Investigation of Complaints

Any complaints of prohibited discrimination, harassment, intimidation, and/or bullying shall be received and investigated in accordance with the District's uniform complaint procedures set forth in Board Policy 4.12.

Public Notification of this Policy

To promote awareness of this policy, the District shall do all of the following:

1. On or before the start of each school year, the District shall notify students and parents/guardians of this policy as well as any related District policies;
2. Every school site and public space within the District shall prominently post an anti-discrimination, anti-harassment, anti-intimidation, and anti-bullying notice including, but not limited to, the following:
 - a. A clear statement of this policy and/or its intent;
 - b. A clear reference to this policy and any related District policies
 - c. How to obtain additional information regarding the District's policies; and
 - d. Contact information and instructions for filing a complaint alleging a violation of this policy;

The Superintendent or designee shall approve all notification or posting pursuant to this policy;

3. Provide training to District staff regarding this policy and how to effectively identify, prevent, reduce and/or eliminate unlawful discrimination, harassment, intimidation, and bullying;
4. Strongly encourage students, teachers, and other District staff to positively promote this policy through awareness campaigns, poster contests, art work, or other appropriate school-related activities.

(Ed. Code §§ 220, 221, 234.1; Pen. Code § 422.5; Gov't. Code § 11135; Title 5, Cal. Code Regs. § 4610.)