

Nondiscrimination in District Programs and Activities

The Board of Trustees is committed to equal opportunity for all individuals in education. District programs, activities, and practices shall be free from discrimination based on the actual or perceived characteristics of race, color, ancestry, nationality (including national origin, country of origin, and citizenship), ethnicity (including ancestry, color, ethnic group identification, ethnic background, and traits historically associated with race, including, but not limited to, hair texture and protective hairstyles such as braids, locks, and twist), age, religion (including agnosticism and atheism), religious affiliation), medical condition, marital or parental status, physical or mental disability, sex (including pregnancy and related conditions), sexual orientation, gender, gender identity gender expression, immigration status, or genetic information; the perception of one or more of such characteristics; or association with a person or group with one or more of these actual or perceived characteristics.

- (cf. [4030](#) - Nondiscrimination in Employment)
- (cf. [4032](#) - Reasonable Accommodation)
- (cf. [4119.11/4219.11/4319.11](#) - Sexual Harassment)
- (cf. [5131.2](#) - Bullying)
- (cf. [5145.3](#) - Nondiscrimination/Harassment)
- (cf. [5145.7](#) - Sexual Harassment)
- (cf. [5146](#) - Married/Pregnant/Parenting Students)
- (cf. [6145.2](#) - Athletic Competition)
- (cf. [6164.4](#) - Identification and Evaluation of Individuals for Special Education)
- (cf. [6164.6](#) - Identification and Education Under Section 504)
- (cf. [6178](#) - Career Technical Education)
- (cf. [6200](#) - Adult Education)

Pursuant to 34 CFR [104.8](#) and 34 CFR [106.9](#), the Director or designee shall notify students, parents/guardians, employees, employee organizations, applicants for admission and employment, and sources of referral for applicants about the district's policy on nondiscrimination and related complaint procedures. Such notification shall be included in each announcement, bulletin, catalog, application form, or other recruitment materials distributed to these groups.

- (cf. [1312.3](#) - Uniform Complaint Procedures)
- (cf. [4031](#) - Complaints Concerning Discrimination in Employment)
- (cf. [4112.9/4212.9/4312.9](#) - Employee Notifications)
- (cf. [5145.6](#) - Parental Notifications)

The district's nondiscrimination policy and related informational materials shall be published in appropriate informational materials and in a format that parents/guardians can understand and, when required by law, in a language other than English.

Access for Individuals with Disabilities

District programs and facilities, viewed in their entirety, shall be in compliance with the Americans with Disabilities Act and any implementing standards and/or regulations.

- (cf. [6163.2](#) - Animals At School)
- (cf. [7110](#) - Facilities Master Plan)
- (cf. [7111](#) - Evaluating Existing Buildings)

The Director or designee shall ensure that the district provides auxiliary aids and services when necessary to afford individuals with disabilities equal opportunity to participate in or enjoy the benefits of a service, program, or activity. These aids and services may include, but are not limited to, qualified interpreters or readers, assistive listening devices, note-takers, written materials, taped text, and Braille or large print materials.

- (cf. [6020](#) - Parent Involvement)

Individuals with disabilities shall notify the Director or principal if they have a disability that requires special assistance or services. Reasonable notification should be given prior to the school-sponsored function, program, or meeting.

(cf. [9320](#) - Meetings and Notices)
(cf. [9322](#) - Agenda/Meeting Materials)

Legal Reference:

EDUCATION CODE

[200-262.4](#) Prohibition of discrimination
[48985](#) Notices to parents in language other than English
[51007](#) Legislative intent: state policy

GOVERNMENT CODE

[11000](#) Definitions
[11135](#) Nondiscrimination in programs or activities funded by state
[11138](#) Rules and regulations
[12900-12996](#) Fair Employment and Housing Act
[54953.2](#) Brown Act compliance with Americans with Disabilities Act

PENAL CODE

[422.55](#) Definition of hate crime
[422.6](#) Interference with constitutional right or privilege

CODE OF REGULATIONS, TITLE 5

[4600-4687](#) Uniform complaint procedures
[4900-4965](#) Nondiscrimination in elementary and secondary education programs

UNITED STATES CODE, TITLE 20

[1400-1482](#) Individuals with Disabilities in Education Act
[1681-1688](#) Discrimination based on sex or blindness, Title IX
[2301-2415](#) Carl D. Perkins Vocational and Applied Technology Act
[6311](#) State plans
[6312](#) Local education agency plans

UNITED STATES CODE, TITLE 29

[794](#) Section 504 of the Rehabilitation Act of 1973

UNITED STATES CODE, TITLE 42

[2000d-2000d-7](#) Title VI, Civil Rights Act of 1964
2000e-2000e-17 Title VII, Civil Rights Act of 1964 as amended
2000h-2000h-6 Title IX
12101-12213 Americans with Disabilities Act

CODE OF FEDERAL REGULATIONS, TITLE 28

[35.101-35.190](#) Americans with Disabilities Act
[36.303](#) Auxiliary aids and services

CODE OF FEDERAL REGULATIONS, TITLE 34

[100.1-100.13](#) Nondiscrimination in federal programs, effectuating Title VI
[104.1-104.39](#) Section 504 of the Rehabilitation Act of 1973
[106.1-106.61](#) Discrimination on the basis of sex, effectuating Title IX, especially:
[106.9](#) Dissemination of policy

Management Resources:

CSBA PUBLICATIONS

Safe Schools: Strategies for Board of Trustees to Ensure Student Success, 2011

Providing a Safe, Nondiscriminatory School Environment for All Students, Policy Brief, April 2010

U.S. DEPARTMENT OF EDUCATION, OFFICE FOR CIVIL RIGHTS PUBLICATIONS

Notice of Non-Discrimination, January 1999

Protecting Students from Harassment and Hate Crime, January 1999

Nondiscrimination in Employment Practices in Education, August 1991

WEB SITES

CSBA: <http://www.csba.org>

California Department of Education: <http://www.cde.ca.gov>

Safe Schools Coalition: <http://www.casafeschoolscoalition.org>

Pacific ADA Center: <http://www.adapacific.org>

U.S. Department of Education, Office for Civil Rights: <http://www.ed.gov/about/offices/list/ocr>

Policy THE HEIGHTS CHARTER

| Adopted: March 18, 2014, Alpine, California

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