

NONDISCRIMINATION POLICY

A. General Provisions

The Cashmere School District (the "District") will provide equal educational opportunity and treatment for all students in all aspects of its academic and activities programs without discrimination based on race, religion, creed, color, national origin, age, honorably discharged veteran or military status, sex, sexual orientation, gender expression or identity, marital status, 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 District will provide equal access to school 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. District programs will be free from sexual harassment. Auxiliary aids and services will be provided upon request to individuals with disabilities.

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

The District's Superintendent will designate a staff member to serve as the compliance officer and primary contact for this Policy. The compliance officer will receive copies of all formal and informal complaints, and be responsible for ensuring policy implementation and for investigating any discrimination complaints communicated to the District.

The District'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 District 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 District's compliance officer ; and (3) the names and contact information of the District's Section 504 and Title IX compliance officers.

The District 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 District's discrimination complaint procedure, including the compliance officer's name and contact information.

The District 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.

B. GENDER-INCLUSIVE SCHOOLS

The policies stated in Section A, above, apply equally to the specific policies stated in this Section B regarding gender-inclusive schools.

State law requires the District to adopt a policy and a procedure that do the following: (1) incorporate the rules and guidelines developed by the Office of the Superintendent of Public Instruction (“OSPI”) under RCW 28A.642.020 to eliminate discrimination in Washington public schools on the basis of gender identity and expression; (2) address the unique challenges and needs faced by transgender students in public schools; and (3) describe the application of the District policy and procedure prohibiting harassment, intimidation, and bullying to transgender students.

The Cashmere School Board (the “Board”) believes in fostering an educational environment that is inclusive, safe, and free of discrimination for all students, regardless of gender expression, gender identity, or sex. To that end, the Board recognizes the importance of an inclusive, respectful approach toward transgender and gender-expansive students with regard to key terms, communication including the use of names and pronouns, student records, confidential health and education information, restroom and locker room use and accessibility, sports and physical education, dress codes, and other school activities, in order to provide these students with an equal opportunity for learning and achievement. Specific staff training requirements are included in the accompanying procedure, including a requirement that the Compliance Officer participate in at least one mandatory training opportunity offered by the office of the superintendent of public instruction.

The District has developed a procedure that meets the criteria described above and has designated the Compliance Officer as the primary contact regarding that procedure.

Cross References:

- 2020 - Course Design, Selection and Adoption of Instructional Materials
- 2030 - Service Animals in Schools
- 2140 - Guidance and Counseling
- 2150 - Co-Curricular Program
- 2151 - Interscholastic Activities
- 4217 - Effective Communication

- Legal References:
- 4260 - Use of School Facilities
 - Chapter 28A.640 RCW Sexual equality
 - Chapter 28A.642 RCW Discrimination prohibition
 - Chapter 49.60 RCW Discrimination — Human Rights Commission
 - WAC 392-190-020 Training—Staff responsibilities—Bias awareness
 - WAC 392-190-060 Compliance – School district designation of responsible employee - Notification
 - WAC 392-400-215 Student rights
 - WAC 162-32 Sexual orientation and gender identity
 - 20 U.S.C. 7905 Boy Scouts of American Equal Access Act
 - 42 U.S.C. 12101-12213 Americans with Disabilities Act
- Management Resources:
- 2016 - March Issue
 - 2014 - December Issue
 - 2013 - April Issue
 - 2012 - December Issue
 - 2011 - June Issue
 - Policy News, August 2007 Washington’s Law Against Discrimination