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## **NONDISCRIMINATION / HARASSMENT - STUDENTS**

The Governing Board desires to ensure equal opportunities for all students in admission and access to the district's educational programs, guidance and counseling programs, athletic programs, testing procedures, and other activities. District programs and activities shall be free from discrimination, harassment, intimidation, and bullying of any student based on the student's actual *or perceived characteristics such as* race or ethnicity, color, ancestry, national origin, *nationality*, ethnic group identification, age, religion, *actual or potential parental, family, or marital status, or the exclusion of any person because of pregnancy or related condition* ~~marital or parental status~~, physical or mental disability, sex, sexual orientation, gender, *gender identity or gender expression, 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. This policy shall apply to all acts related to school activity or to school attendance occurring within a district school. (Education Code 234.1)

The Board prohibits discrimination, intimidation, bullying, or harassment of any student by any employee, student, or other person in the district. Prohibited harassment includes physical, verbal, nonverbal, or written conduct based on one of the categories listed above that is so severe and pervasive that it affects a student's ability to participate in or benefit from an educational program or activity; creates an intimidating, threatening, hostile, or offensive education environment; has the purpose or effect of substantially or unreasonably interfering with a student's academic performance; or otherwise affects the student's educational opportunities.

A pupil shall be permitted to participate in sex-segregated school programs and activities, including athletic teams and competitions, and use facilities consistent with his or her gender identity, irrespective of the gender listed on the pupil's records. (Education Code 221.5)

School staff and volunteers shall carefully guard against discrimination, including but not limited to segregation, bias, and stereotyping in the delivery of services, instruction, guidance, and supervision. In addition, the employee shall immediately intervene when safe to do so. (Education Code 234.1)

Students who engage in discrimination or harassment in violation of law, Board policy, or administrative regulation shall be subject to appropriate discipline, up to and including counseling, suspension, and/or expulsion. Any employee who permits or engages in harassment or prohibited discrimination shall be subject to disciplinary action, up to and including dismissal.

The board also prohibits any form of retaliation against any student who files a complaint or report regarding an incident of discrimination, harassment, intimidation, or bullying.

The Board hereby designates the following position(s) as Coordinators(s) for Nondiscrimination to handle complaints regarding discrimination and harassment and inquiries regarding the district's nondiscrimination policies:

504 Coordinator 5050 Barranca Parkway Irvine, CA 92604 Telephone: 949.936.5000	Title VI Coordinator Coordinator of Student Svcs 5050 Barranca Parkway Irvine, CA 92604	Title IX Coordinator Director Secondary Education 5050 Barranca Parkway Irvine, CA 92604
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	Telephone: 949.936.5000	Telephone: 949.936.5000
Americans with Disabilities Act Title II Coordinator 5050 Barranca Parkway Irvine, CA 92604 Telephone: 949.936.5000	Age Discrimination Act and Age Discrimination in Employment Act Coordinator Director, Human Resources 5050 Barranca Parkway Irvine, CA 92604 Telephone: 949.936.5000	Title VII Coordinator Director, Human Resources 5050 Barranca Parkway Irvine, CA 92604 Telephone: 949.936.5000
CTE Coordinator 5050 Barranca Parkway Irvine, CA 92604 Telephone: 949.936.5000		

Any student who feels he/she has been subjected to discrimination or harassment should immediately contact the Coordinator, the principal, or any other staff member. Any student or school employee who observes an incident of discrimination or harassment should report the incident to the Coordinator or principal, whether or not the victim files a complaint.

The Superintendent or designee shall ensure that a notation is made in the student handbook referencing where the district's nondiscrimination policy and procedures for filing a complaint regarding discrimination or harassment may be found, and the resources that are available to students who feel that they have been the victim of discrimination or harassment. The district's policy may also be posted on the district website or any other location that is easily accessible to students.

Policy Adopted: 9/13/2011

Policy Revised: 3/18/2014

Policy Revised: