

## Philosophy, Goals, Objectives and Comprehensive Plans

### NONDISCRIMINATION IN DISTRICT PROGRAMS AND ACTIVITIES

BP 0410

The Governing Board is committed to equal opportunity for all individuals in education. District programs and activities shall be free from discrimination based on gender, sex, race, color, religion, ancestry, national origin, ethnic group identification, marital or parental status, physical or mental disability, sexual orientation or the perception of one or more of such characteristics. The Board shall promote programs which ensure that discriminatory practices are eliminated in all district activities.

(cf. [4030](#) - Nondiscrimination in Employment) (cf. [4032](#) - Reasonable Accommodation) (cf. [4119.11/4219.11/4319.11](#) - Sexual Harassment) (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 of Individuals for Special Education) (cf. [6164.6](#) - Identification and Education under Section 504) (cf. [6178](#) - Vocational Education) (cf. [6200](#) - Adult Education)

District programs and facilities, viewed in their entirety, shall be in compliance with the Americans with Disabilities Act.

The Superintendent 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, notetakers, written materials, taped text, and Braille or large print materials. (cf. [5124](#) - Communication with Parents/Guardians)

Individuals with disabilities shall notify the Superintendent 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)

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

The Superintendent or designee shall also provide information about related complaint procedures. (cf. [1312.3](#) - Uniform Complaint Procedures) (cf. [4031](#) - Complaints Concerning Discrimination in Employment)

In compliance with law, the district's nondiscrimination policy shall be published in the individual's primary language to the extent practicable. (cf. [5145.6](#) - Parental Notifications)

#### Legal Reference:

##### EDUCATION CODE

[200-262.4](#) Prohibition of discrimination [48985](#) Notices to parents in language other than English

##### GOVERNMENT CODE

[11000](#) Definitions [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](#) Interference with constitutional right or privilege

##### CODE OF REGULATIONS, TITLE 5

[4900-4965](#) Nondiscrimination in elementary and secondary education programs receiving state financial assistance

##### 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

Adopted August 17, 2006

Laytonville Unified School District  
Laytonville, CA