

**NONDISCRIMINATION IN DISTRICT PROGRAMS AND ACTIVITIES**

The Board of Education is committed to equal opportunity for all individuals in education. District programs and activities shall be free from discrimination, harassment, intimidation, and/or bullying based on gender, race, color, ancestry, religion, national origin, ethnic group identification, marital or parental status, physical or mental disability, sex, sexual orientation, gender identity or 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. 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. 5132.2 - Bullying)*  
*(cf. 5145.3 - Nondiscrimination/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 - Career Technical Education)*  
*(cf. 6200 - Adult Education)*

District programs and facilities, viewed in their entirety, shall be readily accessible to individuals with disabilities. The Superintendent or designee shall ensure that interested persons, including those with impaired vision and hearing, can obtain information about available programs, facilities and activities.

The Superintendent 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 or 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)*  
*(cf. 5145.6 - Parental Notifications)*  
*(cf. 4112.9/4212.9/4312.9 - Employee Notifications)*

To the extent possible, the District's nondiscrimination policy shall be published in the individual's primary language.

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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 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, note-takers, written materials, taped text, or Braille or large print materials.

*(cf. 6020 - Parent Involvement)*

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)*

*Legal Reference: (see next page)*

*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
- 11340-11356 Administrative regulations and rulemaking
- PENAL CODE
- 422.55 Definition of a 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
- 1400-1491 Individuals with Disabilities in Education Act
- 1681-1688 Discrimination based on sex or blindness, Title IX

**NONDISCRIMINATION IN DISTRICT PROGRAMS AND ACTIVITIES**

*2301-2471 Carl D. Perkins Vocational and Applied Technology Act*

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*

*2000h-2000h-6 Title IX*

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 or blindness, effectuating Title VI especially:*

*106.9 Dissemination of policy*

Policy

Adopted: September 11, 2000

**BREA OLINDA UNIFIED SCHOOL DISTRICT**

Brea, California

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Revised: June 25, 2012