

STUDENTS

Nondiscrimination

There shall be no discrimination with respect to color, race, creed, religion, ancestry, national origin, sex, or disability, against students who are applying for admission to or who attend County Office of Education schools/programs.

No discrimination based on sex shall be permitted in opportunities for admission and access to the educational program, guidance and counseling programs, athletic programs, testing procedures, and other activities. In certain cases, as provided by law and policy and regulation, separate arrangements may be made for students according to sex.

In all operations, the school staff and volunteers shall carefully guard against segregation, bias, and stereotyping in instruction, guidance, and supervision.

Harassment

The County Office of Education prohibits intimidation or harassment of any student by any employee, student, or other person on staff. Staff shall be alert and immediately responsive to student conduct, which may interfere with another student's ability to participate in or benefit from school services, activities, or privileges.

Students who harass other students shall be subject to appropriate counseling and discipline. An employee who permits or engages in harassment may be subject to disciplinary action, up to and including dismissal.

Harassment includes verbal, physical or visual conduct that creates an intimidating, offensive or hostile environment, or that unreasonably interferes with the educational process.

Harassment may also include offensive slurs, jokes, or similar conduct, as well as being annoyed, disturbed, bothered, pestered or threatened because of one's membership in a protected class: race, sex (gender), color, national origin, ethnic group identification, physical and mental disability, religion, and sexual orientation.

Any student, who feels that he/she is being harassed, should promptly contact the program director or designee. The El Dorado County Office of Education will promptly and thoroughly investigate all harassment complaints. If a situation involving harassment is not promptly resolved by the program director or designee, a complaint may be filed in accordance with the County Office's Uniform Complaint Procedures.

Students and parent/guardians shall be notified at the beginning of each school year that the County Office of Education educational programs and activities do not discriminate on the basis of color, race, creed, religion, ancestry, national origin, sex or disability.

Legal Reference: Next page

Legal Reference:

CIVIL CODE

1714.1 Liability of parents/guardians for willful misconduct of minor

EDUCATION CODE

220 Extent of Prohibition of Discrimination

221.5-231.5 Sex Equity in Education Act

48900.3 Hate Violence

48904 Liability of parent/guardian for willful student misconduct

48907 Student exercise of free expression

48950 Freedom of speech

49020-49023 Athletic programs

51006 Computer education; computer resources

51007 Programs designed to strengthen technological skills; equitable access by students

51500 Prohibited instruction or activity

51501 Prohibited means of instruction

60044 Prohibited instructional materials

PENAL CODE

422.55 "Hate crime" defined

422.6 Interference with exercise of civil rights because of actual or perceived characteristics of victim

CODE OF REGULATIONS, TITLE 5

4600 Uniform Complaint Procedure

4621 District policies and procedures

106 Notice requirements

4900-4965 Nondiscrimination and educational equity

CODE OF FEDERAL REGULATIONS, TITLE 34

100.3 Discrimination prohibited

106.8 Designation of responsible employee and adoption of grievance

106.9 Dissemination of policy

UNITED STATES CODE

42 U.S.C. § 2000d & 2000e, et seq.; Civil Rights Act of 1964 as amended

42 U.S.C. § 2000h et seq., 1972 Education Act Amendments

20 U.S.C. § 1681 et seq., Title IX, Prohibition against discrimination