

	NONDISCRIMINATION, ACTS OF HOSTILITY & DEFAMATION	Policy No. 3210 March 7, 2018 Page 1 of 2
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Seattle Public Schools (“the District”) shall provide equal educational opportunity and treatment for all students, and is committed to nondiscrimination in all aspects of the District’s academic, athletic, and activities programs. The District prohibits discrimination on the basis of any of the following categories: sex (gender); race; creed; color; religion; ancestry; national origin; age; economic status; sexual orientation including gender expression or identity; pregnancy; marital status; physical appearance; the presence of any sensory, mental or physical disability; honorably discharged veteran or military status; or the use of a trained dog guide or service animal by a person with a disability.

Acts of discrimination, hostility, defamation, whether verbal or physical, will not be tolerated and constitute grounds for immediate disciplinary action. Further, District programs shall be free from sexual harassment, as provided in Board Policy No. 3208 and Superintendent Procedure 3208SP.

Retaliation against any person who makes or is a witness in a discrimination complaint is prohibited and will result in appropriate discipline. The district will take appropriate actions to protect involved persons from retaliation.

The District shall comply with all state or federal laws as may pertain to this subject.

The Superintendent is authorized to designate a staff member to serve as the nondiscrimination compliance officer for this policy. The Superintendent is authorized to develop procedures governing the nondiscrimination complaint process and any other procedures as required by law and this policy.

Adopted: April 2012

Revised: March 2018

Cross Reference: Policy Nos. 2015; 2020; 2030; 2140; 2150; Student Rights & Responsibility Handbook

Related Superintendent Procedure: 3210SP.A & 3210SP.B

Previous Policies: D47.00; D49.00; D50.00

Legal References: RCW 28A.640 Sexual Equality; RCW 49.60 Discrimination — Human rights commission; RCW 28A.642 Discrimination prohibition; 42 U.S.C. §§ 12101-12213 Americans

with Disabilities Act; WAC 392-400-215 Student rights; WAC 392-190 Equal Educational Opportunity - Unlawful Discrimination Prohibited
Management Resources: *Policy News*, August 2007