

NONDISCRIMINATION

The Washington School for the Deaf (WSD) is committed to nondiscrimination in all education and employment activities. Specifically, WSD prohibits discrimination based on race, religion, color, national origin or ancestry, sex, gender identity, sexual orientation, age, marital or veteran status or disability. WSD also prohibits the use of racial, ethnic and/or sexual slurs, including sexual harassment.

WSD recognizes that regardless of intent, racial, ethnic and/or sexual slurs have the capacity of substantially harming both the individuals to whom slurs are addressed and the education community as a whole. A racial, ethnic or sexual slur is defined as any derogatory action including but not limited to: remark(s), words, phrase(s), joke(s), picture(s) and/or gesture(s) referencing or directed to any individual or group(s) which is of a racial, ethnic or sexual nature.

WSD will require all persons, agencies, vendors, contractors and other persons and organizations doing business with or performing services for WSD to subscribe to applicable federal and state laws, executive orders, and rules and regulations regarding nondiscrimination.

Each staff member is responsible for reporting alleged discrimination and/or harassment to his/her supervisor or other appropriate school personnel. Staff members who fail to take prompt action to report an allegation(s) or violation(s) of this policy may be subject to disciplinary action up to and including termination. Administrators, managers and/or supervisors who fail to take prompt action upon receiving an allegation of discrimination will be subject to disciplinary action up to and including termination. The process for responding to allegations is outlined in Discrimination Complaint Procedure 5209P. Retaliation against any person who makes a complaint or is a witness under this policy is prohibited and will be subject to appropriate disciplinary action.

Legal References: Title VII, Civil Rights Act of 1964 as amended
Section 504 of the Rehabilitation Act of 1973
The Civil Rights Act of 1991
The Americans with Disabilities Act of 1990
WAC 392-190-056 through 058

Adoption Date: 10/06/06