

## CENTER FOR CHILDHOOD DEAFNESS AND HEARING LOSS

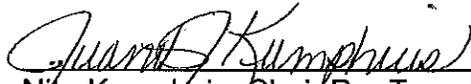
POLICY: 3210

Adopted: February 4, 2016

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SUBJECT: **Nondiscrimination - Students**

Approved by:

  
Nita Kamphuis, Chair Pro Tem, CDHL Board of Trustees

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The CDHL/WSD will provide equal educational opportunity and treatment for all students in all aspects of the academic and activities program without discrimination based on sex, race, creed, religion, color, national origin, sexual orientation, gender expression, gender identity, the presence of any sensory, mental or physical disability, or the use of a trained dog guide or service animal by a person with a disability. CDHL/WSD programs will be free from sexual harassment.

Discriminatory harassment against any student that is based on one of the categories listed above that is sufficiently severe, persistent or pervasive as to limit or deny the student's ability to participate in or benefit from the CDHL/WSD's course offerings; educational programming or any activity will not be tolerated. When a CDHL/WSD employee knows, or reasonably should know, that such discriminatory harassment is occurring or has occurred, the CDHL will take prompt and effective steps reasonably calculated to end the harassment, prevent its recurrence and remedy its effects.

The CDHL's nondiscrimination statement will be included in written announcements, notices, recruitment materials, applications, and other publications made available to all students, parents, or employees. The statement will include: 1) notice that the CDHL/WSD will not discriminate in any programs or activities on the basis of any of the above-listed categories; 2) the name and contact information of the CDHL's compliance officer designated to ensure compliance with this policy; and 3) the names and contact information of the CDHL's Section 504 and Title IX compliance officers.

The CDHL/WSD will annually publish notice reasonably calculated to inform students, students' parents/guardians (in a language that they can understand, which may require language assistance), and employees of the CDHL/WSD's discrimination complaint procedure.

The executive director will designate a staff member to serve as the compliance officer for this policy. The compliance officer will be responsible for investigating any discrimination complaints communicated to the CDHL.

The CDHL/WSD will provide training to all staff regarding their responsibilities under this policy and to raise awareness of and eliminate bias and discrimination based on the protected classes identified in this policy.

Cross References:           4260 - Use of School Facilities  
                                  3211 - Transgender Students  
                                  2151 - WSD After School Program  
                                  2150 - Athletic Participation  
                                  2020 - Curriculum Development and Adoption of  
                                  Instructional Materials

Legal References:           Chapter 28A.640 RCW Sexual equality  
                                  Chapter 28A.642 RCW Discrimination prohibition  
                                  Chapter 49.60 RCW Discrimination — Human rights  
                                  commission  
                                  WAC 392-190-020 Training—Staff responsibilities—Bias  
                                  awareness  
                                  WAC 392-190-060 Compliance – School district  
                                  designation of responsible employee - Notification  
                                  WAC 392-400-215 Student rights  
                                  42 U.S.C. 12101-12213 Americans with Disabilities Act