

PHILOSOPHY-GOALS-OBJECTIVES AND COMPRENSIVE PLANS

**BP 0410 Nondiscrimination in Programs and Activities
SP 2400**

The County Board of Education and Superintendent are committed to equal opportunity for all individuals in education. County Office of Education programs and activities shall be free from discrimination based on gender, gender identity or expression, or genetic information, race, color, age, religion, ancestry, national origin, ethnic group identification, marital or parental status, physical or mental disability, sex, sexual orientation; or 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 County Office shall operate programs which ensure that discriminatory practices do not exist in all County Office of Education activities.

County Office of Education programs and facilities, viewed in their entirety, shall be in compliance with the Americans with Disabilities Act and any implementing standards and/or regulations.

The County Office of Education shall provide auxiliary aids and services where reasonable and necessary to afford individuals with disabilities equal opportunity to meaningfully participate in the benefits of a service, program or activity consistent with state and federal requirements and standards. These aids and services may include, but are not necessarily limited to, qualified interpreters or readers, assistive listening devices, note takers, written materials, taped text, and Braille or large print materials.

Individuals with disabilities shall notify the County Office 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.

The County Office shall notify students, parents/guardians, employees, employee organizations and applicants for admission and employment, and sources of referral for applicants about the County Office of Education's policy on nondiscrimination and related complaint procedures. Such notification shall be included in each announcement, bulletin, catalog, application form or other recruitment materials distributed to these groups.

To the extent possible, the County Office of Education's nondiscrimination policy and related informational materials shall be published in the individual's primary language.

Legal References next page

First Reading: June 5, 2012
Second Reading: June 5, 2012
Adoption: June 5, 2012
Supersedes: Policy adopted October 12, 2004

Legal Reference:

EDUCATION CODE

200-262.4 Prohibition of sex discrimination

48985 Notices to parents

51007 Legislative Intent: state policy

GOVERNMENT CODE

11000 Definitions

11135 Nondiscrimination in programs or activities funded by state

11138 Rules and regulations

12900-12996 Fair Employment and Housing Act

54953.2 Brown Act compliance with ADA

PENAL CODE

422.6 Interference with constitutional right or privilege

422.55 Definition of hate crime

CODE OF FEDERAL REGULATIONS, TITLE 5

4600-4687 Uniform complaint procedures

4900-4965 Nondiscrimination in elementary and secondary education programs

UNITED STATES CODE, TITLE 20

1400-1482 Individuals with Disabilities in Education Act

1681-1688 Discrimination based on sex or blindness, Title IX

2301-2415 Carl D. Perkins Vocational and Applied Technology Act

6311 State plans

6312 Local education agency plans

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

2000e-2000e-17 Title VII, Civil Rights Act of 1964 as amended

2000h-2000h-6 Title IX

12101-12213 Americans with Disabilities Act

CODE OF FEDERAL REGULATIONS, TITLE 28

35.101-35.190 Americans with Disabilities Act

36.303 Auxiliary aids and services

CODE OF FEDERAL REGULATIONS, TITLE 34

100.1-100.13 Non discrimination 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, effectuating Title IX, especially:

106.9 Dissemination of policy