

Superintendent Policy 5145.3: Nondiscrimination/Harassment

Status: ADOPTED

Original Adopted Date: 03/05/2020 | **Last Revised Date:** 08/27/2025 | **Last Reviewed Date:** 08/27/2025

The County Superintendent of Schools desires to provide a welcoming, safe, and supportive school environment that allows all students equal access to and opportunities in the county office of education's (COE) academic, extracurricular, and other educational support programs, services, and activities.

This policy shall apply to all acts constituting unlawful discrimination or harassment related to school activity or to school attendance occurring within a COE school or program, to acts which occur off campus or outside of COE-related or COE-sponsored activities but which may have an impact or create a hostile environment at school, and to all acts of the County Board and the County Superintendent of Schools in enacting policies and procedures that govern the COE.

Unlawful discrimination against an individual or group in any COE school or school activity, including discriminatory harassment, intimidation, and bullying based on one, or a combination of two or more, protected characteristics, which include, but may not be limited to any of the following is prohibited: race or ethnicity; ancestry; color, ethnic group identification; nationality; national origin; immigration status; sex; sexual orientation; sex stereotypes; gender; gender identity; gender expression; religion; disability; medical condition; genetic information; pregnancy, false pregnancy, childbirth, termination of pregnancy or related conditions or recovery; and parental, marital, and family status; a 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. (Education Code 200, 210.1, 210.2, 212, 212.1, 220, 221.51, 230, 260; Government Code 11135, 12926; 20 USC 1681-1688, 42 USC 2000d-2000d-7)

Unlawful discrimination, including discriminatory harassment, intimidation, or bullying, may result from physical, verbal, nonverbal, or written conduct based on any of the categories listed above. Unlawful discrimination also occurs when prohibited conduct is so severe, persistent, or pervasive that it affects a student's ability to participate in or benefit from an educational program or activity; creates an intimidating, threatening, hostile, or offensive educational environment; has the effect of substantially or unreasonably interfering with a student's academic performance; or otherwise adversely affects a student's educational opportunities.

Unlawful discrimination also includes disparate treatment of students based on one of the categories above with respect to the provision of opportunities to participate in any COE programs or activities or the provision or receipt of educational benefits or services.

Because unlawful discrimination could occur when disciplining students, including suspension and expulsion, discipline shall be enforced in a fair, consistent, and non-discriminatory manner.

The County Superintendent of Schools also prohibits any form of retaliation against any individual who reports or participates in the reporting of unlawful discrimination, files or participates in the filing of a complaint, or investigates, participates, or refuses to participate in the investigation of a complaint or report alleging unlawful discrimination. Retaliation complaints shall be investigated and resolved in the same manner as a discrimination complaint.

The COE shall facilitate students' access to the educational program by publicizing the COE's nondiscrimination policy and related complaint procedures to students, parents/guardians, and employees. In addition, the COE's policies prohibiting discrimination, harassment, intimidation, and bullying and other required information shall be posted on the COE's website in a manner that is easily accessible to parents/guardians and students, in accordance with law and the accompanying administrative regulation. (Education Code 234.1, 234.6; 34 CFR 106.8)

Training and/or information on the scope and use of the policy and complaint procedures shall be provided and other measures designed to increase understanding of the requirements of law related to discrimination shall be taken. The implementation of the COE's nondiscrimination policies and practices shall regularly be reviewed and, as necessary, action to remove any identified barrier to student access to or participation in the COE's educational program shall be taken. The findings and recommendations shall be reported to the County Board after each review.

Regardless of whether a complainant complies with the writing, timeline, and/or other formal filing requirements, all complaints alleging unlawful discrimination, including discriminatory harassment, intimidation, or bullying, shall be investigated and prompt action taken to stop the discrimination, prevent recurrence, and address any continuing effect on students.

Students who engage in unlawful discrimination, including discriminatory harassment, intimidation, retaliation, or bullying, in violation of law or COE policy or administrative regulation shall be subject to appropriate consequence or discipline, which may include suspension or expulsion when the behavior is severe or pervasive as defined in Education Code 48900.4.

Any employee who permits or engages in prohibited discrimination, related to a COE activity, attendance, or COE-related or COE-sponsored activity, including discriminatory harassment, intimidation, retaliation, or bullying, shall be subject to disciplinary action, up to and including dismissal.

When a student has been suspended, or other means of correction have been implemented against the student for an incident of racist bullying, harassment, or intimidation, the principal, school administrator, or designee may engage both the victim and perpetrator in a restorative justice practice suitable to the needs of the students. The principal, school administrator, or designee may also require the perpetrator to engage in a culturally sensitive program that promotes racial justice and equity and combats racism and ignorance and may regularly check on the victim to ensure that the victim is not in danger of suffering from any long-lasting mental health issues. (Education Code 48900.5)

When appropriate based on the severity or pervasiveness of the bullying, the parents/guardians of victims and perpetrators shall be notified and law enforcement may be contacted.

Complaints alleging unlawful discrimination in COE programs and activities shall be investigated, and resolved in accordance with County Board Policy 1312.3 - Uniform Complaint Procedures, when required by law. However, complaints alleging sexual harassment, under Title IX shall be investigated and resolved in accordance with the procedures specified in Exhibit (1) 5145.71 – Title IX Sexual Harassment Complaint Procedures.

Record-Keeping

A record of all reported cases of unlawful discrimination, including discriminatory harassment, intimidation, or bullying, shall be maintained to enable the COE to monitor, address, and prevent repetitive prohibited behavior in COE schools.

Antidiscrimination Measures

The County Superintendent of Schools hereby incorporates by reference the policies, procedures, and measures implemented by the COE to prevent or address unlawful discrimination in COE schools, programs, and activities. COE nondiscrimination policies and practices shall be reviewed regularly, and action shall be taken to remove any identified barriers to student access to or participation in the educational program.

Policy Reference Disclaimer: These references are not intended to be part of the policy itself, nor do they indicate the basis or authority for the board to enact this policy. Instead, they are provided as additional resources for those interested in the subject matter of the policy.

State	Description
5 CCR 432	Student records
5 CCR 4600-4670	Uniform complaint procedures
5 CCR 4900-4965	Nondiscrimination in elementary and secondary education programs
Civ. Code 1714.1	Liability of parent or guardian for act of willful misconduct by a minor
Ed. Code 17585	School modernization project; all-gender restroom
Ed. Code 200-262.1	Educational equity; prohibition of discrimination on the basis of sex
Ed. Code 33353	California Interscholastic Federation; standardized incident form
Ed. Code 35292.5	School restrooms; all-gender restrooms
Ed. Code 48900.3	Suspension or expulsion for act of hate violence
Ed. Code 48900.4	Suspension or expulsion for threats or harassment
Ed. Code 48900.5	Suspension; other means of correction

State

Ed. Code 48904
 Ed. Code 48907
 Ed. Code 48950
 Ed. Code 48985
 Ed. Code 49020-49023
 Ed. Code 49060-49079
 Ed. Code 51204.5
 Ed. Code 51500
 Ed. Code 51501
 Ed. Code 60010
 Ed. Code 60040-60052
 Gov. Code 11135
 Gov. Code 12926
 Pen. Code 422.55
 Pen. Code 422.6

Description

Liability of parent/guardian for willful student misconduct
 Students' exercise of free expression; rules and regulations
 Freedom of speech and other communication
 Notices to parents in language other than English
 Athletic programs
 Student records
 Social sciences instruction; contributions of specified groups
 Prohibited instruction or activity
 Nondiscriminatory subject matter
 Instructional materials; definition
 Requirements for instructional materials
[Unlawful discrimination](#)
 Prohibition of discrimination; definitions
 Definition of hate crime
 Crimes, harassment

Federal

20 USC 1681-1688
 28 CFR 35.107
 29 USC 794
 34 CFR 100.3
 34 CFR 104.7
 34 CFR 106.30
 34 CFR 110.25
 34 CFR 99.31
 42 USC 12101-12213
 42 USC 2000d-2000d-7
 42 USC 2000h-2-2000h-6
 42 USC 6101-6107

Description

Title IX of the Education Amendments of 1972; discrimination based on sex
 Nondiscrimination on basis of disability; complaints
 Rehabilitation Act of 1973, Section 504
 Prohibition of discrimination on basis of race, color or national origin
 Section 504; designation of responsible employee and adoption of grievances procedures
 Discrimination on the basis of sex; definitions
 Prohibition of discrimination based on age
 Disclosure of personally identifiable information
 Americans with Disabilities Act
 Title VI and Title VII Civil Rights Act of 1964, as amended
 Title IX of the Civil Rights Act of 1964
 Age Discrimination Act of 1975

Management Resources

CA Office of the Attorney General Publication
 CA Office of the Attorney General Publication
 California Department of Education Publication
 Court Decision
 Court Decision
 Court Decision
 Court Decision

Description

[Guidance to School Officials re: Legal Requirements for Providing Inclusive Curricula and Books, January 2024](#)
[Promoting a Safe and Secure Learning Environment for All: Guidance and Model Policies to Assist California's K-12 Schools in Responding to Immigration Issues, April 2018](#)
[Protection for LGBTQ+ Students: AB 1955](#)
 McDonnell Douglas Corp v. Green (1973) 411 U.S. 792
 Burlington Northern and Santa Fe Ry. Co. v. White (2006) 548 U.S. 53
 Olmstead v. L.C. ex rel. Zimring (1999) 527 U.S. 581
 John T. D. v. River Delta Joint Unified School District (2021) WL 5176356

Management Resources

Court Decision

Court Decision

Court Decision

Court Decision

CSBA Publication

CSBA Publication

CSBA Publication

Federal Register

Federal Register

U.S. Department of Education Publication

U.S. DOE, Office for Civil Rights Publication

U.S. DOE, Office for Civil Rights Publication

U.S. DOE, Office for Civil Rights Publication

U.S. DOE, Office for Civil Rights Publication

U.S. DOE, Office for Civil Rights Publication

U.S. DOJ Publication

Website

Website

Website

Website

Website

Website

Website

Website

Cross References

0410

1312.3

1312.3

1312.3-E(1)

Description

[Students for Fair Admissions v. Harvard \(2024\) 600 U.S. 181](#)

[Tennessee v. Cardona \(2024\) 737 F.Supp.3d 510](#)

[Flores v. Morgan Hill Unified School District \(2003\) 324 F.3d 1130](#)

[Donovan v. Poway Unified School District \(2008\) 167 Cal.App.4th 567](#)

[Reference: State Roles, Responsibilities, and Process for Instructional Materials Adoption, February 2024](#)

[Fact Sheet: Instructional Materials Adoption: Local governing board responsibilities, February 2024](#)

[Instructional Materials Adoptions: State and local governing board processes, roles, and responsibilities, February 2024](#)

[Nondiscrimination on the Basis of Sex in Education Programs or Activities Receiving Federal Financial Assistance, May 19, 2020, Vol. 85, No. 97, pages 30026-30579](#)

[Nondiscrimination on the Basis of Sex in Education Programs or Activities Receiving Federal Financial Assistance, April 29, 2024, Vol. 89, No. 83, pages 33474-33896](#)

[Guidance on Constitutionally Protected Prayer and Religious Expression in Public Elementary and Secondary Schools, May 2023](#)

[Dear Colleague Letter: Protecting Students from Discrimination, such as Harassment, Based on Race, Color, or National Origin, Including Shared Ancestry or Ethnic Characteristics, May 2024](#)

[Dear Colleague Letter: Discrimination, Including Harassment, Based on Shared Ancestry or Ethnic Characteristics, November 2023](#)

[Dear Colleague Letter: Addressing Discrimination Against Jewish Students, May 2023](#)

[Supporting Students with Disabilities and Avoiding the Discriminatory Use of Student Discipline under Section 504 of the Rehabilitation Act of 1973, July 2022](#)

[Resolution Agreement Between the Arcadia USD, US Dept of Ed, OCR, & the US DOJ, CRD, \(2013\) OCR 09-12-1020, DOJ 169-12C-70](#)

[Dear Colleague Letter: Enforcement of Title IX under the provisions of the 2020 Title IX Rule, February 4, 2025](#)

[U.S. Department of Justice, Civil Rights Division](#)

[U.S. Department of Education, Office for Civil Rights](#)

[First Amendment Center](#)

[CSBA](#)

[California Safe Schools Coalition](#)

[California Office of the Attorney General](#)

[California Interscholastic Federation](#)

[California Department of Education](#)

Description

[Nondiscrimination In County Office Programs And Activities](#)

[Uniform Complaint Procedures](#)

[Uniform Complaint Procedures](#)

[Uniform Complaint Procedures](#)

Cross References

1312.4
1312.4
1312.4
1312.4-E(1)
3553
3553
5125.1
5125.1
5131.2
5131.2
5141.52
5141.52
5145.13
5145.13
5145.7
5145.7
5145.7-E(1)
5145.71
5145.71-E(1)
5145.71-E(2)
6163.4
6163.4-E(2)
6173.1
6173.1

Description

[Williams Uniform Complaint Procedures](#)
[Williams Uniform Complaint Procedures](#)
[Williams Uniform Complaint Procedures](#)
[Williams Uniform Complaint Procedures](#)
[Free And Reduced Price Meals](#)
[Free And Reduced Price Meals](#)
[Release Of Directory Information](#)
[Release Of Directory Information](#)
[Bullying](#)
[Bullying](#)
[Suicide Prevention](#)
[Suicide Prevention](#)
[Response To Immigration Enforcement](#)
[Response To Immigration Enforcement](#)
[Sexual Harassment](#)
[Sexual Harassment](#)
[Sexual Harassment](#)
[Title IX Sexual Harassment Complaint Procedures](#)
[Title IX Sexual Harassment Complaint Procedures](#)
[Title IX Sexual Harassment Complaint Procedures](#)
[Student Use Of Technology](#)
[Student Use Of Technology](#)
[Education For Foster Youth](#)
[Education For Foster Youth](#)

County Office Regulation 5145.3: Nondiscrimination/Harassment

Status: ADOPTED

Original Adopted Date: 08/02/2022 | **Last Revised Date:** 08/27/2025 | **Last Reviewed Date:** 08/27/2025

The County Superintendent of Schools designates the individual(s) identified below as the Compliance Officer and Title IX Coordinator. The employee(s) is responsible for coordinating the efforts of the County Office of Education (COE) to comply with applicable state and federal civil rights laws and to answer inquiries regarding the COE's nondiscrimination policies. The Chief Human Resources Officer shall also serve as the Compliance Officer specified in Exhibit (1) 1312.3 -- Uniform Complaint Procedures as the responsible employee to handle complaints alleging unlawful discrimination of a student. The Assistant Superintendent of Student Programs and Services is the Title IX Coordinator as specified in Exhibit (1) 5145.7 - Sexual Harassment and is the responsible employee to handle complaints alleging unlawful sexual harassment, as permitted by law. (Education Code 234.1; 5 CCR 4621)

The Compliance Officer(s) may be contacted at:

Chief Human Resources Officer
San Luis Obispo County Office of Education
3350 Education Drive, San Luis Obispo, CA 93405
805-543-7732

The Title IX Coordinator may be contacted at:
Assistant Superintendent, Student Programs & Services
San Luis Obispo County Office of Education
3350 Education Drive, San Luis Obispo, CA 93405
805-543-7732

Measures to Prevent Discrimination

To prevent unlawful discrimination, including discriminatory harassment, intimidation, retaliation, and bullying, of students at COE schools or activities and to ensure equal access of all students to the educational program, the County Superintendent of Schools or designee shall implement the following measures:

1. Publicize the COE's nondiscrimination policy and related complaint procedures, including the Compliance Officer's contact information, to students, parents/guardians, employees, volunteers, and the general public by posting them in prominent locations and providing easy access to them through COE-supported communications.
2. Post the COE's policies and procedures prohibiting discrimination, harassment, student sexual harassment, intimidation, bullying, and cyberbullying, including a section on social media bullying that includes all of the references described in Education Code 234.6 as possible forums for social media, in a prominent location on the COE's website in a manner that is easily accessible to parents/guardians and students. (Education Code 234.1, 234.6)
3. Post the definition of sex discrimination and harassment as described in Education Code 230, including the rights set forth in Education Code 221.8, in a prominent location on the COE's website in a manner that is easily accessible to parents/guardians and students. (Education Code 234.6)
4. Post in a prominent location on the COE's website in a manner that is easily accessible to parents/guardians and students information regarding Title IX prohibitions against discrimination based on a student's sex, including the following: (Education Code 221.6, 221.61, 234.6)
 - a. The name and contact information of the COE's Title IX Coordinator, including the phone number and email address.
 - b. The rights of students and the public and the responsibilities of the COE under Title IX, including a list of rights as specified in Education Code 221.8 and web links to information about those rights and responsibilities located on the websites of the Office for Equal Opportunity and the U.S. Department of Education's Office for Civil Rights (OCR)
 - c. A description of how to file a complaint of noncompliance under Title IX, which shall include:
 - i. An explanation of the statute of limitations within which a complaint must be filed after an alleged incident of discrimination has occurred and how a complaint may be filed beyond the statute of limitations.

- ii. An explanation of how the complaint will be investigated and how the complainant may further pursue the complaint, including web links to this information on OCR's website.
 - iii. A web link to the OCR complaints form and the contact information for the office, including the phone number and email address for the office.
- d. A link to the Title IX information included on the California Department of Education's (CDE) website.
- 5. Post CDE's standardized incident form to track racial discrimination, harassment, or hazing that occurs at high school sporting games or events, including information on how to submit a completed incident form to the COE (Education Code 33353)
- 6. Post a link to statewide CDE-compiled resources, including community-based organizations, that provide support to youth who have been subjected to school-based discrimination, harassment, intimidation, or bullying and to their families. (Education Code 234.5)

Such resources shall be posted in a prominent location on the COE's website in a manner that is easily accessible to parents/guardians and students. (Education Code 234.5-234.6)

- 7. Provide to students a handbook that contains age-appropriate information that clearly describes the COE's nondiscrimination policy, procedures for filing a complaint, and resources available to students who feel that they have been the victim of any such behavior.
- 8. Annually notify all students and parents/guardians of the COE's nondiscrimination policy, including its responsibility to provide a safe, nondiscriminatory school environment for all students. The notice shall inform students and parents/guardians that they may request to meet with the Compliance Officer to determine how best to accommodate or resolve concerns that may arise from the COE's implementation of its nondiscrimination policies. The notice shall also inform all students and parents/guardians that, to the extent possible, the COE will address any individual student's interests and concerns in private.
- 9. Ensure that students and parents/guardians, including those with limited English proficiency, are notified of how to access the relevant information provided in the COE's nondiscrimination policy and related complaint procedures, notices, and forms in a language they can understand.

If 15 percent or more of students enrolled in a particular school speak a single primary language other than English, the COE's policy, regulation, forms, and notices concerning nondiscrimination shall be translated into that language in accordance with Education Code 234.1 and 48985. In all other instances, the COE shall ensure meaningful access to all relevant information for parents/guardians with limited English proficiency.

- 10. Provide to students, employees, volunteers, and parents/guardians age-appropriate training and/or information regarding the COE's nondiscrimination policy; what constitutes prohibited discrimination, including discriminatory harassment, intimidation, retaliation, or bullying; how and to whom a report of an incident should be made; and how to guard against segregating or stereotyping students when providing instruction, guidance, supervision, or other services to them. Such training and information shall include details of guidelines the COE may use to provide a discrimination-free environment for all students.
- 11. Provide to certificated employees serving students in grades 7-12 information on existing school and community resources related to the support of lesbian, gay, bisexual, transgender, queer, and questioning (LGBTQ+) students, or related to the support of students who may face bias or bullying on the basis of any of the actual or perceived characteristics in Penal Code 422.55, including immigration status; Education Code 220; and disability, gender, gender identity, gender expression, nationality, race or ethnicity, religion, sexual orientation; or association with a person or group with one or more of these actual or perceived characteristics (Education Code 234.1)
- 12. For the 2025-2026 school year through the 2029-2030 school year, provide annually to certificated employees serving students in grades 7-12 at least one hour of training to support LGBTQ+ cultural competency in accordance with Education Code 218.3
- 13. At the beginning of each school year, inform school employees that any employee who witnesses any act of unlawful discrimination, including discriminatory harassment, intimidation, or bullying, against a student is required to intervene if it is safe to do so. (Education Code 234.1)
- 14. At the beginning of each school year, inform each principal or school administrator of the COE's responsibility to provide appropriate assistance or resources to protect students from threatened or potentially discriminatory behavior and ensure their privacy rights.

Process for Initiating and Responding to Complaints

Students who feel that they have been subjected to unlawful discrimination described above or in COE policy are strongly encouraged to immediately contact the Compliance Officer, Title IX Coordinator, principal or school administrator, or any other staff member. In addition, students who observe any such incident are strongly encouraged to report the incident to the Compliance Officer, Title IX Coordinator, or principal, or school administrator, regardless of whether the alleged victim files a complaint.

Any COE employee who observes an incident of unlawful discrimination, including discriminatory harassment, intimidation, retaliation, or bullying, or to whom such an incident is reported shall report the incident to the Compliance Officer, Title IX Coordinator, or principal or school administrator, within one work day, regardless of whether the alleged victim files a complaint.

Any school employee who witnesses an incident of unlawful discrimination, including discriminatory harassment, intimidation, retaliation, or bullying, shall immediately intervene to stop the incident when it is safe to do so. (Education Code 234.1)

When a report of unlawful discrimination, including discriminatory harassment, intimidation, retaliation, or bullying, is made to, or received by, the principal or Compliance Officer, or Title IX Coordinator, the principal, Compliance Officer or Title IX Coordinator shall notify the student or parent/guardian of the right to file a formal complaint in accordance with the COE's Uniform Complaint Procedures or, for complaints of sex discrimination, including sex-based harassment right to initiate the Title IX grievance procedures as specified in Exhibit 1 5145.71 - Title IX Sex Discrimination and Sex-Based Harassment Complaint Procedures. Once notified verbally or in writing, the Compliance Officer or Title IX Coordinator shall begin the investigation and shall implement immediate measures necessary to stop the discrimination and ensure that all students have access to the educational program and a safe school environment. Any interim measures adopted to address unlawful discrimination shall, to the extent possible, not disadvantage the complainant or a student who is the victim of the alleged unlawful discrimination.

Any report or complaint alleging unlawful discrimination involving the principal, Compliance Officer, Title IX Coordinator, or any other person to whom a report would ordinarily be made or complaint filed shall instead be made to or filed with the County Superintendent or designee who shall determine how the complaint will be investigated.

Policy Reference Disclaimer: These references are not intended to be part of the policy itself, nor do they indicate the basis or authority for the board to enact this policy. Instead, they are provided as additional resources for those interested in the subject matter of the policy.

State	Description
5 CCR 432	Student records
5 CCR 4600-4670	Uniform complaint procedures
5 CCR 4900-4965	Nondiscrimination in elementary and secondary education programs
Civ. Code 1714.1	Liability of parent or guardian for act of willful misconduct by a minor
Ed. Code 17585	School modernization project; all-gender restroom
Ed. Code 200-262.1	Educational equity; prohibition of discrimination on the basis of sex
Ed. Code 33353	California Interscholastic Federation; standardized incident form
Ed. Code 35292.5	School restrooms; all-gender restrooms
Ed. Code 48900.3	Suspension or expulsion for act of hate violence
Ed. Code 48900.4	Suspension or expulsion for threats or harassment
Ed. Code 48900.5	Suspension; other means of correction
Ed. Code 48904	Liability of parent/guardian for willful student misconduct
Ed. Code 48907	Students' exercise of free expression; rules and regulations
Ed. Code 48950	Freedom of speech and other communication
Ed. Code 48985	Notices to parents in language other than English
Ed. Code 49020-49023	Athletic programs

State

Ed. Code 49060-49079
 Ed. Code 51204.5
 Ed. Code 51500
 Ed. Code 51501
 Ed. Code 60010
 Ed. Code 60040-60052
 Gov. Code 11135
 Gov. Code 12926
 Pen. Code 422.55
 Pen. Code 422.6

Description

Student records
 Social sciences instruction; contributions of specified groups
 Prohibited instruction or activity
 Nondiscriminatory subject matter
 Instructional materials; definition
 Requirements for instructional materials
[Unlawful discrimination](#)
 Prohibition of discrimination; definitions
 Definition of hate crime
 Crimes, harassment

Federal

20 USC 1681-1688
 28 CFR 35.107
 29 USC 794
 34 CFR 100.3
 34 CFR 104.7
 34 CFR 106.30
 34 CFR 110.25
 34 CFR 99.31
 42 USC 12101-12213
 42 USC 2000d-2000d-7
 42 USC 2000h-2-2000h-6
 42 USC 6101-6107

Description

Title IX of the Education Amendments of 1972; discrimination based on sex
 Nondiscrimination on basis of disability; complaints
 Rehabilitation Act of 1973, Section 504
 Prohibition of discrimination on basis of race, color or national origin
 Section 504; designation of responsible employee and adoption of grievances procedures
 Discrimination on the basis of sex; definitions
 Prohibition of discrimination based on age
 Disclosure of personally identifiable information
 Americans with Disabilities Act
 Title VI and Title VII Civil Rights Act of 1964, as amended
 Title IX of the Civil Rights Act of 1964
 Age Discrimination Act of 1975

Management Resources

CA Office of the Attorney General Publication
 CA Office of the Attorney General Publication
 California Department of Education Publication
 Court Decision
 Court Decision
 Court Decision
 Court Decision
 Court Decision
 Court Decision
 Court Decision

Description

[Guidance to School Officials re: Legal Requirements for Providing Inclusive Curricula and Books, January 2024](#)
[Promoting a Safe and Secure Learning Environment for All: Guidance and Model Policies to Assist California's K-12 Schools in Responding to Immigration Issues, April 2018](#)
[Protection for LGBTQ+ Students: AB 1955](#)
 McDonnell Douglas Corp v. Green (1973) 411 U.S. 792
 Burlington Northern and Santa Fe Ry. Co. v. White (2006) 548 U.S. 53
 Olmstead v. L.C. ex rel. Zimring (1999) 527 U.S. 581
 John T. D. v. River Delta Joint Unified School District (2021) WL 5176356
 Students for Fair Admissions v. Harvard (2024) 600 U.S. 181
 Tennessee v. Cardona (2024) 737 F.Supp.3d 510
 Flores v. Morgan Hill Unified School District (2003) 324 F.3d 1130
 Donovan v. Poway Unified School District (2008) 167 Cal.App.4th 567

Management Resources

CSBA Publication

CSBA Publication

CSBA Publication

Federal Register

Federal Register

U.S. Department of Education Publication

U.S. DOE, Office for Civil Rights Publication

U.S. DOE, Office for Civil Rights Publication

U.S. DOE, Office for Civil Rights Publication

U.S. DOE, Office for Civil Rights Publication

U.S. DOE, Office for Civil Rights Publication

U.S. DOJ Publication

Website

Website

Website

Website

Website

Website

Website

Website

Description

[Reference: State Roles, Responsibilities, and Process for Instructional Materials Adoption, February 2024](#)

[Fact Sheet: Instructional Materials Adoption: Local governing board responsibilities, February 2024](#)

[Instructional Materials Adoptions: State and local governing board processes, roles, and responsibilities, February 2024](#)

[Nondiscrimination on the Basis of Sex in Education Programs or Activities Receiving Federal Financial Assistance, May 19, 2020, Vol. 85, No. 97, pages 30026-30579](#)

[Nondiscrimination on the Basis of Sex in Education Programs or Activities Receiving Federal Financial Assistance, April 29, 2024, Vol. 89, No. 83, pages 33474-33896](#)

[Guidance on Constitutionally Protected Prayer and Religious Expression in Public Elementary and Secondary Schools, May 2023](#)

[Dear Colleague Letter: Protecting Students from Discrimination, such as Harassment, Based on Race, Color, or National Origin, Including Shared Ancestry or Ethnic Characteristics, May 2024](#)

[Dear Colleague Letter: Discrimination, Including Harassment, Based on Shared Ancestry or Ethnic Characteristics, November 2023](#)

[Dear Colleague Letter: Addressing Discrimination Against Jewish Students, May 2023](#)

[Supporting Students with Disabilities and Avoiding the Discriminatory Use of Student Discipline under Section 504 of the Rehabilitation Act of 1973, July 2022](#)

[Resolution Agreement Between the Arcadia USD, US Dept of Ed, OCR, & the US DOJ, CRD, \(2013\) OCR 09-12-1020, DOJ 169-12C-70](#)

[Dear Colleague Letter: Enforcement of Title IX under the provisions of the 2020 Title IX Rule, February 4, 2025](#)

[U.S. Department of Justice, Civil Rights Division](#)

[U.S. Department of Education, Office for Civil Rights](#)

[First Amendment Center](#)

[CSBA](#)

[California Safe Schools Coalition](#)

[California Office of the Attorney General](#)

[California Interscholastic Federation](#)

[California Department of Education](#)

Cross References

0410

1312.3

1312.3

1312.3-E(1)

1312.4

1312.4

1312.4

1312.4-E(1)

Description

[Nondiscrimination In County Office Programs And Activities](#)

[Uniform Complaint Procedures](#)

[Uniform Complaint Procedures](#)

[Uniform Complaint Procedures](#)

[Williams Uniform Complaint Procedures](#)

[Williams Uniform Complaint Procedures](#)

[Williams Uniform Complaint Procedures](#)

[Williams Uniform Complaint Procedures](#)

Cross References

3553

3553

5125.1

5125.1

5131.2

5131.2

5141.52

5141.52

5145.13

5145.13

5145.7

5145.7

5145.7-E(1)

5145.71

5145.71-E(1)

5145.71-E(2)

6163.4

6163.4-E(2)

6173.1

6173.1

Description[Free And Reduced Price Meals](#)[Free And Reduced Price Meals](#)[Release Of Directory Information](#)[Release Of Directory Information](#)[Bullying](#)[Bullying](#)[Suicide Prevention](#)[Suicide Prevention](#)[Response To Immigration Enforcement](#)[Response To Immigration Enforcement](#)[Sexual Harassment](#)[Sexual Harassment](#)[Sexual Harassment](#)[Title IX Sexual Harassment Complaint Procedures](#)[Title IX Sexual Harassment Complaint Procedures](#)[Title IX Sexual Harassment Complaint Procedures](#)[Student Use Of Technology](#)[Student Use Of Technology](#)[Education For Foster Youth](#)[Education For Foster Youth](#)