

**Policy 0410: Nondiscrimination In District Programs And Activities**

Status: DRAFT

Original Adopted Date: 02/01/2014 | Last Revised Date: 01/17/2024 | Last Reviewed Date: 01/17/2024

This policy shall apply to all acts related to a school activity or school attendance and to all acts of the Governing Board and the Superintendent in enacting policies a

The Governing Board is committed to providing equal opportunity for all individuals in District programs and activities. District programs, activities, and practices shall not discriminate against an individual or group based on race, color, ancestry, nationality, national origin, immigration status, ethnic group identification, ethnicity, age, sex, pregnancy, or lactation, including related medical conditions and recovery, parental, or marital status, reproductive health decision-making, physical or mental disability, characteristic, sexual orientation, gender, gender identity, gender expression, veteran or military status, or genetic information; a perception of one or more of such characteristics, or more of these actual or perceived characteristics.

All individuals shall be treated equitably in the receipt of District and school services. Personally identifiable information collected in the implementation of any District program, activity, or service, shall be used only for the purposes of the program, activity, or service, except as otherwise provided in law. Resources and data collected by the District shall not be used, directly or by others, to compile a list, registry, or database of ethnicity, national origin, or immigration status or any of the other categories identified above.

**Organizations, associations and independent contracts providing educational programs, activities and services to the District must have the same non-discrimination policy**

District programs and activities shall be free of any discriminatory use, selection, or rejection of textbooks, instructional materials, library books, or similar educational materials.

The use of any textbook, instructional material, supplemental instructional material, or other curriculum for classroom instruction, or any book or other resource in a District program, activity, or service shall be based on a study of the role and contributions of any individual or group consistent with the requirements of Education Code § 51204.5 and Code of Regulations § 51501 or 60044. (Education Code § 243)

Additionally, the use of any textbook, instructional material, supplemental instructional material, or other curriculum for classroom instruction, or any book or other resource in a District program, activity, or service shall be based on a study of the role and contributions of any individual or group consistent with the requirements of Education Code § 220. (Education Code § 244)

District programs and activities shall be free of any racially derogatory or discriminatory school or athletic team names, mascots, or nicknames.

The Superintendent or designee shall annually review District programs and activities to ensure the removal of any derogatory or discriminatory name, image, practice, or group in any of the protected categories stated above from accessing district programs and activities. The Superintendent or designee shall take prompt, reasonable action to remove any such name, image, practice, or group. The Superintendent or designee shall report his/her findings and recommendations to the Board after each review.

Complaints of unlawful discrimination shall be in District programs and activities shall be resolved in accordance with applicable policies. All allegations of discrimination shall be investigated and resolved in accordance with the procedures specified in Board Policy and Administrative Regulation AR 1312.3 - Uniform Complaint Procedures, for employees. Complaints alleging sex discrimination, including sex-based harassment, shall be investigated and resolved in accordance with Administrative Regulation 5145.71 - Title IX Sex Discrimination and Sex-Based Harassment Complaint Procedures, for students, and Administrative Regulation 4119 - Title IX Sex Discrimination and Sex-Based Harassment Complaint Procedures, for employees.

Pursuant to 34 C.F.R. § 104.8 and 34 C.F.R. 106.9, the Superintendent or designee shall notify students, parents/guardians, employees, employee organizations, and applicants about the district's policy on nondiscrimination and related complaint procedures. Such notification shall be included in the annual parental notification applicable, in announcements, bulletins, catalogs, handbooks, application forms, or other materials distributed by the District. The notification shall also be posted in classrooms and offices, including staff lounges, student government meeting rooms, and other prominent locations as appropriate.

In addition, the annual parental notification shall inform parents/guardians of their children's right to a free public education regardless of immigration status or religion by the California Attorney General. Alternatively, such information may be provided through any other cost-effective means determined by the Superintendent or designee.

The District's nondiscrimination policy and related informational materials shall be published in a format that parents/guardians can understand. In addition, when 1:1 language other than English, those materials shall be translated into that other language.

**Access for Individuals with Disabilities**

District programs and facilities, viewed in their entirety, shall be in compliance with the Americans with Disabilities Act (ADA) and any implementing standards and/or regulations. If accommodations or modifications are needed to provide individuals with disabilities access to programs, services, activities, or facilities, the Superintendent or designee shall develop a transition plan.

The Superintendent or designee shall ensure that the District's website and mobile applications comply with technical standards prescribed by law, and as necessary, to afford individuals with disabilities equal opportunity to participate in or enjoy the benefits of district services, programs, or activities. Qualified interpreters or readers, assistive listening devices, assistive technologies or other modifications to increase accessibility to district and school websites, note-taking services, materials. Individuals with disabilities shall notify the Superintendent or principal if they have a disability that requires special assistance or services. Reasonable notification shall be provided in advance of the program, or meeting.

The individual identified in AR 1312.3 - Uniform Complaint Procedures as the employee responsible for coordinating the District's response to complaints and for coordinating the District's ADA coordinator. The Compliance Officer shall receive and address requests for accommodation submitted by individuals with disabilities to access district programs, services, activities, or facilities.

Title IX Coordinator/Civil Rights Officer, Chief of Educational Services  
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