

BOARD POLICY

Non-Discrimination – Students

A. General Provisions

The Garden Grove Unified School District is committed to ensuring equal opportunities for all students in admissions and access to the district's educational programs, guidance and counseling programs, athletic programs, testing procedures, and other activities. District programs and activities shall be free from discrimination, including harassment, bullying, and intimidation, on the basis of actual or perceived disability, gender, gender identity, gender expression, nationality, race or ethnicity, religion, sexual orientation, or any other characteristic that is contained in the definition of hate crimes set forth in Section 422.55 of the Penal Code. Discrimination also is prohibited based on a person's association with a person or group with one or more of these actual or perceived characteristics.

The district prohibits discrimination, including harassment, bullying or intimidation, of any student by any employee, student, or other person in the district. Prohibited harassment includes physical, verbal, nonverbal, or written conduct based on one of the categories listed above that is so severe 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; substantially or unreasonably interferes with a student's academic performance; or otherwise adversely affects the student's educational opportunities. (c.f. Board Policy 5141, Bullying; Board Policy 5161, Harassment on the Basis of Sex – Students)

The district also prohibits retaliation against any individual who complains, testifies, assists, or in any way participates in the district's complaint procedures instituted pursuant to this policy. Conduct that aids, abets, incites, compels, or coerces another to engage or attempt to engage in behavior that violates this policy also is prohibited.

Any student who violates this policy may be disciplined up to and including expulsion in accordance with law and Board policy. Any employee who violates this policy may be disciplined up to and including termination in accordance with law, Board policy, and applicable collective bargaining agreements.

B. Coordinator for Non-Discrimination (Students)

The district has designated the following position as coordinator for non-discrimination of students ("coordinator") to handle complaints regarding

discrimination and harassment and inquiries regarding the district's non-discrimination policies governing students:

Director of K-12 Educational Services
10331 Stanford Avenue
Garden Grove, CA 92840
(714) 663-6143

C. Complaints

Any student who feels that he/she has been subjected to discrimination, including harassment, bullying, or intimidation, should immediately contact the district coordinator, the principal, or any other staff member. Any student or school employee who observes an incident of discrimination, including harassment, bullying, or intimidation, should report the incident to the district coordinator or principal, whether or not the victim files a complaint.

Complaints alleging that a student has been discriminated against shall be filed, investigated, and resolved pursuant to Administrative Regulation 3119.1 – Uniform Complaint Procedure.

D. Duties and Responsibilities of School Employees

If school personnel witness an act of discrimination, harassment, intimidation, or bullying, he or she shall take immediate steps to intervene when safe to do so.

E. Notifications

The superintendent or the designee shall regularly publicize, within the district and in the community, the district's nondiscrimination policy and the availability of complaint procedures.

The district's policy shall be posted in all schools and offices, including staff lounges and student government meeting rooms.

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Ref: EC Sections 200-262.4
Government Code Sections 11135, 12920-12996
Civil Code Section 51.7
Penal Code Section 422.55
California Code of Regulations, Title 2, Section 7287.6
California Code of Regulations, Title 5, Sections 4900-4965
United State Code, Title 20, Sections 1681-1688
United State Code, Title 29, Sections 621-634

Adopted: May 15, 2012