

**SECTION 5000  
STUDENTS**

**BOARD POLICY  
AR 5145.3**

**NONDISCRIMINATION/ HARASSMENT**

The district designates the individual(s) identified below as the employee(s) responsible for coordinating the district's efforts to comply with applicable state and federal civil rights laws and to answer inquiries regarding the district's nondiscrimination policies. The individual(s) shall also serve as the Compliance Officer(s) specified in Administrative Regulation 1312.3 - Uniform Complaint Procedures as the responsible employee to handle complaints alleging unlawful discrimination of a student, and the Title IX Coordinator specified in Administrative Regulation 5145.7 - Sexual Harassment The Compliance Officer(s) may be contacted at: (Education Code 234.1; 5 CCR 4621)

Matthew La Belle

Assistant Superintendent Human Resources

1800 Solar Drive

Oxnard, CA 93030

(805) 385-2525

matthew.labelle@oxnardunion.org

**Measures to Prevent Discrimination**

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

1. Publicize the district'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 district-supported communications.
2. Post the district'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 district'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 district'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 district 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 district's Title IX Coordinator, including the phone number and email address.
  - b. The rights of students and the public and the responsibilities of the district 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 district (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. Such resources shall be posted in a prominent location on the district'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 district'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 district'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 district's implementation of its nondiscrimination policies. The notice shall also inform all students and parents/guardians that, to the extent possible, the district 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 district'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 district school speak a single primary language other than English, the district'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 district 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 district'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 district may use to provide a discrimination-free environment for all district 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 Assistant Superintendent of the district's responsibility to provide appropriate assistance or resources to protect students from threatened or potentially discriminatory behavior and ensure their privacy rights.

## **Enforcement of District Policy**

The Superintendent or Assistant Superintendent shall take appropriate actions to reinforce BP 5145.3 - Nondiscrimination/Harassment. As needed, these actions may include any of the following:

1. Removing vulgar or offending graffiti.
2. Providing training to students, staff, and parents/guardians about how to recognize unlawful discrimination, how to report it or file a complaint, and how to respond.
3. Disseminating and/or summarizing the District's policy and regulation regarding unlawful discrimination.
4. Consistent with laws regarding the confidentiality of student and personnel records, communicating to students, parents/guardians, and the community the school's response plan to unlawful discrimination or harassment.
5. Taking appropriate disciplinary action against students, employees, and anyone determined to have engaged in wrongdoing in violation of District policy, including any student who is found to have filed a complaint of discrimination that the student knew was not true.

### **Process for Initiating and Responding to Complaints**

Students who feel that they have been subjected to unlawful discrimination described above or in district policy are strongly encouraged to immediately contact the Compliance Officer, Title IX Coordinator, principal, 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, regardless of whether the alleged victim files a complaint.

Any district 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 within one workday, 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, 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 Administrative Regulation 1312.3 - Uniform Complaint Procedures or, for complaints of sexual harassment that meet the federal Title IX definition, Administrative Regulation 5145.71 - Title IX Sexual 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 by 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 Superintendent or Assistant Superintendent who shall determine how the complaint will be investigated.

### **Support for Intersex, Nonbinary, Transgender and Gender-Nonconforming Students**

*Gender* refers to a student's sex, and includes a student's gender identity and gender expression. (Education Code 210.7)

*Gender identity* of a student refers to a student's gender-related identity, appearance, or behavior as determined from the student's internal sense, whether or not that gender-related identity, appearance, or behavior is different from that traditionally associated with the student's physiology or assigned sex at birth.

*Gender expression* refers to a student's gender-related appearance and behavior, regardless of whether stereotypically associated with the student's assigned sex at birth. (Education Code 210.7)

*Gender transition* refers to the process in which a student changes from living and identifying as the sex assigned to the student at birth to living and identifying as the sex that corresponds to the student's gender identity.

*Gender-nonconforming* refers to when a student's gender expression differs from stereotypical expectations.

*Intersex student* refers to when a student has natural bodily variations in anatomy, hormones, chromosomes, and other traits that differ from expectations generally associated with female and male bodies.

*Nonbinary student* refers to a student whose gender identity falls outside of the traditional conception of strictly either female or male, regardless of whether the student identifies as transgender, was born with intersex traits, uses gender-neutral pronouns, or uses gender, genderqueer, pangender, gender nonconforming, gender variant, or such other more specific term to describe their gender.

*Sex* refers to the biological condition of being a female or male human being. (5 CCR 4910)

*Transgender student* refers to a student whose gender identity is different from the sex assigned at birth.

The District prohibits acts of verbal, nonverbal, or physical aggression, intimidation, or hostility that are based on sex, gender identity, or gender expression, or that have the purpose or effect of producing a negative impact on the student's academic performance or of creating an intimidating, hostile, or offensive educational environment, regardless of whether the acts are sexual in nature.

Examples of the types of conduct which are prohibited in the district and which may constitute gender-based harassment include, but are not limited to:

1. Disciplining or disparaging a student or excluding the student from participating in activities for behavior or appearance that is consistent with the student's gender identity or that does not conform to stereotypical notions of masculinity or femininity, as applicable
2. Blocking a student's entry to the restroom that corresponds to the student's gender identity
3. Taunting a student because the student participates in an athletic activity more typically favored by a student of the other sex
4. Revealing a student's transgender status to individuals who do not have a legitimate need for the information, without the student's consent
5. Using gender-specific slurs
6. Physically assaulting a student motivated by hostility toward the student because of the student's gender, gender identity, or gender expression

Examples of bases for complaints include, but are not limited to, the above list, as well as improper rejection by the district of a student's asserted gender identity, denial of access to facilities that correspond with a student's gender identity, improper disclosure of a student's gender identity, discriminatory enforcement of a dress code, and other instances of gender-based harassment.

The district shall ensure that all students, regardless of sex, gender, gender identity or gender expression, are afforded the same rights, benefits, and protections provided to students by law and Board policy. To do so, the Superintendent or Assistant Superintendent shall address each situation that arises on a case-by-case basis and in accordance with the following guidelines:

1. Acceptance of a Student's Gender Identity: The district shall accept the student's assertion of the student's gender identity and treat the student consistent with that gender identity unless district personnel present a credible and supportable basis for believing that the student's assertion is for an improper purpose
2. Addressing a Student's Transition Needs: The compliance officer shall arrange a meeting with the student and, if appropriate, the student's parents/guardians to identify and develop strategies for ensuring that the student's access to educational programs and activities is maintained. The meeting shall discuss the intersex, nonbinary, transgender or gender-nonconforming student's rights and how those rights may affect and be affected by the rights of other students and shall address specific subjects related to the student's access to facilities and to academic or educational support programs, services, or activities, including, but not limited to, sports and other competitive endeavors. In addition, the compliance officer shall identify specific school site employee(s) to whom the student may report any problem related to the student's status as an intersex, nonbinary, transgender, or gender-nonconforming individual, so that prompt action can be taken to address it. Alternatively, if appropriate and desired by the student, the school may form a support team for the student that will meet periodically to assess whether the arrangements for the student are meeting the student's educational needs and providing equal access to

programs and activities, educate appropriate staff about the student's transition, and serve as a resource to the student to better protect the student from gender-based discrimination.

3. **Use of Names and Pronouns:** If a student so chooses, district personnel shall be required to address the student by a name and pronoun(s) consistent with the student's gender identity, without the necessity of a court order or a change to the student's official District record. However, inadvertent slips or honest mistakes by district personnel in the use of the student's name and/or consistent pronouns will, in general, not constitute a violation of this Administrative Regulation or the accompanying Board Policy.
4. **Accessibility to Sex-Segregated Facilities, Programs, and Activities:** When the district maintains sex-segregated facilities, such as restrooms and locker rooms, or offers sex-segregated programs and activities, such as physical education classes, intermural sports, and interscholastic athletic programs, students shall be permitted to access facilities and participate in programs and activities consistent with their gender identity.

To address any student's privacy concerns in using sex-segregated facilities, the district shall offer available options such as a gender-neutral or single-use restroom or changing area, a bathroom stall with a door, an area in the locker room separated by a curtain or screen, or use of the locker room before or after the other students. However, the district shall not require a student to utilize these options because of the student is intersex, nonbinary, transgender, or gender-nonconforming. Additionally, a student shall be permitted to participate in accordance with the student's gender identity in other circumstances where students are separated by gender, such as for class discussions, yearbook pictures, and field trips. A student's right to participate in a sex-segregated activity in accordance with the student's gender identity shall not render invalid or inapplicable any other eligibility rule established for participation in the activity.

Beginning July 1, 2026, each school shall provide and maintain at least one all-gender restroom for student use that meets the requirements of Education Code 35292.5.

5. **Adherence to Uniforms/Dress Code:** A student has the right to dress in a manner consistent with the student's gender identity, subject to any dress code adopted on a school site.
6. **Equal Access to Educational Programs and Activities:** Upon request by a student based on the student's gender identity or gender expression, the Compliance Officer shall identify and develop strategies for ensuring that the student's access to educational programs and activities is maintained

The Compliance Officer shall consider the rights of all students and how those rights may affect and be affected by the rights of other students. Additionally, the Compliance Officer shall identify specific school site employee(s) to whom the student may report any problem related to the student's sex, gender, gender identity, or gender expression so that prompt action can be taken to address it. Alternatively, if appropriate and desired by the student, the school may form a support team for the student that will meet periodically to assess whether the arrangements for the student are providing equal access to programs and activities.

**Right to privacy:** A student's sex, gender, gender identity, and gender status is private information.

The district may only disclose such information to others when the disclosure is permitted by law, with the student's prior written consent, or when the district has compelling evidence that disclosure is necessary to preserve the student's physical or mental well-being. (Education Code 220.3, 220.5; 34 CFR 99.31, 99.36)

7. Student Records: Upon each student's enrollment, the district is required to maintain a permanent student record (official record) that includes the student's gender and legal name. A student's legal name as entered on the mandatory student record required pursuant to 5 CCR 432 shall only be changed with proper documentation. A student's gender as entered on the student's official record required pursuant to 5 CCR 432 shall only be changed with written authorization of a parent/guardian having legal custody of the student. (Education Code 49061)

However, when proper documentation or authorization, as applicable, is not submitted with a request to change a student's legal name or gender, any change to the student's record shall be limited to the student's unofficial records such as attendance sheets, report cards, and school identification.

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**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 Governing 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          | <a href="#">Student records</a>                                                                                    |
| 5 CCR 4600-4670    | Uniform complaint procedures                                                                                       |
| 5 CCR 4900-4965    | Nondiscrimination in elementary and secondary educational programs receiving state or federal financial assistance |
| Civ. Code 1714.1   | <a href="#">Liability of parent/guardian for act of willful misconduct by a minor</a>                              |
| Ed. Code 17585     | <a href="#">School modernization project; all-gender restroom</a>                                                  |
| Ed. Code 200-262.4 | <a href="#">Prohibition of discrimination</a>                                                                      |
| Ed. Code 33353     | <a href="#">California Interscholastic Federation; standardized incident form</a>                                  |
| Ed. Code 35292.5   | <a href="#">School restrooms; all-gender restrooms</a>                                                             |



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|----------------------|--------------------------------------------------------------------------------------------------------|
| Ed. Code 48900.3     | <a href="#">Suspension or expulsion for act of hate violence</a>                                       |
| Ed. Code 48900.4     | <a href="#">Suspension or expulsion for harassment, threats, or intimidation</a>                       |
| Ed. Code 48900.5     | <a href="#">Suspension; other means of correction</a>                                                  |
| Ed. Code 48904       | <a href="#">Liability of parent/guardian for willful student misconduct</a>                            |
| Ed. Code 48907       | <a href="#">Exercise of free expression; time, place, and manner rules and regulations</a>             |
| Ed. Code 48950       | <a href="#">Speech and other communication</a>                                                         |
| Ed. Code 48985       | <a href="#">Notices to parents in language other than English</a>                                      |
| Ed. Code 49020-49023 | <a href="#">Athletic programs</a>                                                                      |
| Ed. Code 49060-49079 | <a href="#">Student records</a>                                                                        |
| Ed. Code 51204.5     | <a href="#">Social sciences instruction; contributions of specified groups</a>                         |
| Ed. Code 51500       | <a href="#">Prohibited instruction or activity</a>                                                     |
| Ed. Code 51501       | <a href="#">Nondiscriminatory subject matter</a>                                                       |
| Ed. Code 60010       | <a href="#">Instructional materials; definition</a>                                                    |
| Ed. Code 60040-60052 | <a href="#">Requirements for instructional materials</a>                                               |
| Gov. Code 11135      | <a href="#">Prohibition of discrimination</a>                                                          |
| Gov. Code 12926      | <a href="#">Prohibition of discrimination; definitions</a>                                             |
| Pen. Code 422.55     | <a href="#">Definition of hate crime</a>                                                               |
| Pen. Code 422.6      | <a href="#">Crimes; harassment</a>                                                                     |
| <b>Federal</b>       | <b>Description</b>                                                                                     |
| 20 USC 1681-1688     | Title IX of the Education Amendments of 1972; discrimination based on sex                              |
| 28 CFR 35.107        | <a href="#">Nondiscrimination on basis of disability; complaints</a>                                   |
| 29 USC 794           | <a href="#">Rehabilitation Act of 1973; Section 504</a>                                                |
| 34 CFR 100.3         | <a href="#">Prohibition of discrimination on basis of race, color or national origin</a>               |
| 34 CFR 104.7         | <a href="#">Section 504; Designation of responsible employee and adoption of grievances procedures</a> |
| 34 CFR 104.8         | <a href="#">Notice of Nondiscrimination on the Basis of Handicap</a>                                   |
| 34 CFR 106.1-106.82  | <a href="#">Discrimination on the basis of sex; effectuating Title IX</a>                              |
| 34 CFR 106.30        | Discrimination on the basis of sex; definitions                                                        |

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|---------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 34 CFR 110.25                                     | <a href="#">Prohibition of discrimination based on age</a>                                                                                                                                   |
| 34 CFR 99.31                                      | <a href="#">Disclosure of personally identifiable information</a>                                                                                                                            |
| 42 USC 12101-12213                                | <a href="#">Americans with Disabilities Act</a>                                                                                                                                              |
| 42 USC 2000d-2000e-17                             | Title VI and Title VII Civil Rights Act of 1964, as amended                                                                                                                                  |
| 42 USC 2000h-2-2000h-6                            | Title IX of the Civil Rights Act of 1964                                                                                                                                                     |
| 42 USC 6101-6107                                  | <a href="#">Age Discrimination Act of 1975</a>                                                                                                                                               |
| <b>Management Resources</b>                       | <b>Description</b>                                                                                                                                                                           |
| CA Office of the Attorney General<br>Publication  | <a href="#">Guidance to School Officials re: Legal Requirements for Providing Inclusive Curricula and Books, January 2024</a>                                                                |
| CA Office of the Attorney General<br>Publication  | <a href="#">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, December 2024</a> |
| California Department of Education<br>Publication | <a href="#">Protection for LGBTQ+ Students: AB 1955</a>                                                                                                                                      |
| Court Decision                                    | Burlington Northern and Santa Fe Ry. Co. v. White (2006) 548 U.S. 53                                                                                                                         |
| Court Decision                                    | Tennessee v. Cardona (2024) 737 F.Supp.3d 510                                                                                                                                                |
| Court Decision                                    | Students for Fair Admissions v. Harvard (2024) 600 U.S. 181                                                                                                                                  |
| Court Decision                                    | Olmstead v. L.C. ex rel. Zimring (1999) 527 U.S. 581                                                                                                                                         |
| Court Decision                                    | McDonnell Douglas Corp v. Green (1973) 411 U.S. 792                                                                                                                                          |
| Court Decision                                    | John T. D. v. River Delta Joint Unified School District (2021) WL 5176356                                                                                                                    |
| Court Decision                                    | <a href="#">Donovan v. Poway Unified School District (2008) 167 Cal.App.4th 567</a>                                                                                                          |
| Court Decision                                    | <a href="#">Flores v. Morgan Hill Unified School District (2003, 9th Cir.) 324 F.3d 1130</a>                                                                                                 |
| CSBA Publication                                  | <a href="#">Reference: State Roles, Responsibilities, and Process for Instructional Materials Adoption, February 2024</a>                                                                    |
| CSBA Publication                                  | <a href="#">Fact Sheet: Instructional Materials Adoption: Local governing board responsibilities, February 2024</a>                                                                          |
| CSBA Publication                                  | <a href="#">Instructional Materials Adoptions: State and local governing board processes, roles, and responsibilities, February 2024</a>                                                     |
| Federal Register                                  | <a href="#">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</a>         |

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|-----------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| U.S DOE, Office for Civil Rights Publication  | <a href="#">Resolution Agreement Between the Arcadia USD, US Dept of Ed, OCR, &amp; the US DOJ, CRD (2013) OCR 09-12-1020, DOJ 169-12C-70</a>                                                               |
| U.S. Department of Education Publication      | <a href="#">Supporting Students with Disabilities and Avoiding the Discriminatory Use of Student Discipline under Section 504 of the Rehabilitation Act of 1973, July 2022</a>                              |
| U.S. Department of Education Publication      | <a href="#">Guidance on Constitutionally Protected Prayer and Religious Expression in Public Elementary and Secondary Schools, May 2023</a>                                                                 |
| U.S. DOE, Office for Civil Rights Publication | <a href="#">Frequently Asked Questions About Racial Preferences and Stereotypes Under Title VI of the Civil Rights Act, February 28, 2025</a>                                                               |
| U.S. DOE, Office for Civil Rights Publication | <a href="#">Dear Colleague Letter: Title VI of the Civil Rights Act in Light of Students For Fair Admissions v. Harvard, February 14, 2025</a>                                                              |
| U.S. DOE, Office for Civil Rights Publication | <a href="#">Dear Colleague Letter: Enforcement of Title IX under the provisions of the 2020 Title IX Rule, February 4, 2025</a>                                                                             |
| U.S. DOE, Office for Civil Rights Publication | <a href="#">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</a> |
| U.S. DOE, Office for Civil Rights Publication | <a href="#">Dear Colleague Letter: Discrimination, Including Harassment, Based on Shared Ancestry or Ethnic Characteristics, November 2023</a>                                                              |
| U.S. DOE, Office for Civil Rights Publication | <a href="#">Dear Colleague Letter: Addressing Discrimination Against Jewish Students, May 2023</a>                                                                                                          |
| Website                                       | <a href="#">CSBA District and County Office of Education Legal Services</a>                                                                                                                                 |
| Website                                       | <a href="#">First Amendment Center</a>                                                                                                                                                                      |
| Website                                       | <a href="#">California Interscholastic Federation</a>                                                                                                                                                       |
| Website                                       | <a href="#">California Office of the Attorney General</a>                                                                                                                                                   |
| Website                                       | <a href="#">California Safe Schools Coalition</a>                                                                                                                                                           |
| Website                                       | <a href="#">CSBA</a>                                                                                                                                                                                        |
| Website                                       | <a href="#">California Department of Education</a>                                                                                                                                                          |
| Website                                       | <a href="#">U.S. Department of Education, Office for Civil Rights</a>                                                                                                                                       |

## Cross References

| Code | Description |
|------|-------------|
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|-------------|------------------------------------------------------------------------------|
| 0410        | <a href="#"><u>Nondiscrimination In District Programs And Activities</u></a> |
| 0415        | <a href="#"><u>Equity</u></a>                                                |
| 0450        | <a href="#"><u>Comprehensive Safety Plan</u></a>                             |
| 0450        | <a href="#"><u>Comprehensive Safety Plan</u></a>                             |
| 1114        | <a href="#"><u>District-Sponsored Social Media</u></a>                       |
| 1114        | <a href="#"><u>District-Sponsored Social Media</u></a>                       |
| 1240        | <a href="#"><u>Volunteer Assistance</u></a>                                  |
| 1240        | <a href="#"><u>Volunteer Assistance</u></a>                                  |
| 1312.1      | <a href="#"><u>Complaints Concerning District Employees</u></a>              |
| 1312.1      | <a href="#"><u>Complaints Concerning District Employees</u></a>              |
| 1312.2      | <a href="#"><u>Complaints Concerning Instructional Materials</u></a>         |
| 1312.2      | <a href="#"><u>Complaints Concerning Instructional Materials</u></a>         |
| 1312.2-E(1) | <a href="#"><u>Complaints Concerning Instructional Materials</u></a>         |
| 1312.2-E(2) | <a href="#"><u>Complaints Concerning Instructional Materials</u></a>         |
| 1312.3      | <a href="#"><u>Uniform Complaint Procedures</u></a>                          |
| 1312.3      | <a href="#"><u>Uniform Complaint Procedures</u></a>                          |
| 1312.3-E(1) | <a href="#"><u>Uniform Complaint Procedures</u></a>                          |
| 1312.3-E(2) | <a href="#"><u>Uniform Complaint Procedures</u></a>                          |
| 1312.4      | <a href="#"><u>Williams Uniform Complaint Procedures</u></a>                 |
| 1312.4-E(1) | <a href="#"><u>Williams Uniform Complaint Procedures</u></a>                 |
| 1312.4-E(2) | <a href="#"><u>Williams Uniform Complaint Procedures</u></a>                 |
| 1312.4-E(3) | <a href="#"><u>Williams Uniform Complaint Procedures</u></a>                 |
| 1313        | <a href="#"><u>Civility</u></a>                                              |
| 1340        | <a href="#"><u>Access To District Records</u></a>                            |
| 1340        | <a href="#"><u>Access To District Records</u></a>                            |
| 3515.4      | <a href="#"><u>Recovery For Property Loss Or Damage</u></a>                  |
| 3515.4      | <a href="#"><u>Recovery For Property Loss Or Damage</u></a>                  |
| 3530        | <a href="#"><u>Risk Management/Insurance</u></a>                             |
| 3530        | <a href="#"><u>Risk Management/Insurance</u></a>                             |

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|--------------|------------------------------------------------------------------------------------|
| 3553         | <a href="#"><u>Free And Reduced Price Meals</u></a>                                |
| 3553         | <a href="#"><u>Free And Reduced Price Meals</u></a>                                |
| 3580         | <a href="#"><u>District Records</u></a>                                            |
| 3580         | <a href="#"><u>District Records</u></a>                                            |
| 4040         | <a href="#"><u>Employee Use Of Technology</u></a>                                  |
| 4040-E(1)    | <a href="#"><u>Employee Use Of Technology</u></a>                                  |
| 4112.6       | <a href="#"><u>Personnel Files</u></a>                                             |
| 4112.9       | <a href="#"><u>Employee Notifications</u></a>                                      |
| 4118         | <a href="#"><u>Dismissal/Suspension/Disciplinary Action</u></a>                    |
| 4118         | <a href="#"><u>Dismissal/Suspension/Disciplinary Action</u></a>                    |
| 4119.11      | <a href="#"><u>Sexual Harassment</u></a>                                           |
| 4119.11      | <a href="#"><u>Sexual Harassment</u></a>                                           |
| 4119.21      | <a href="#"><u>Professional Standards</u></a>                                      |
| 4119.21-E(1) | <a href="#"><u>Professional Standards</u></a>                                      |
| 4119.23      | <a href="#"><u>Unauthorized Release Of Confidential/Privileged Information</u></a> |
| 4131         | <a href="#"><u>Staff Development</u></a>                                           |
| 4212.6       | <a href="#"><u>Personnel Files</u></a>                                             |
| 4212.9       | <a href="#"><u>Employee Notifications</u></a>                                      |
| 4218         | <a href="#"><u>Dismissal/Suspension/Disciplinary Action</u></a>                    |
| 4218         | <a href="#"><u>Dismissal/Suspension/Disciplinary Action</u></a>                    |
| 4219.11      | <a href="#"><u>Sexual Harassment</u></a>                                           |
| 4219.11      | <a href="#"><u>Sexual Harassment</u></a>                                           |
| 4219.21      | <a href="#"><u>Professional Standards</u></a>                                      |
| 4219.21-E(1) | <a href="#"><u>Professional Standards</u></a>                                      |
| 4219.23      | <a href="#"><u>Unauthorized Release Of Confidential/Privileged Information</u></a> |
| 4231         | <a href="#"><u>Staff Development</u></a>                                           |
| 4312.6       | <a href="#"><u>Personnel Files</u></a>                                             |
| 4312.9       | <a href="#"><u>Employee Notifications</u></a>                                      |
| 4319.11      | <a href="#"><u>Sexual Harassment</u></a>                                           |

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| 4319.11      | <a href="#"><u>Sexual Harassment</u></a>                                           |
| 4319.21      | <a href="#"><u>Professional Standards</u></a>                                      |
| 4319.21-E(1) | <a href="#"><u>Professional Standards</u></a>                                      |
| 4319.23      | <a href="#"><u>Unauthorized Release Of Confidential/Privileged Information</u></a> |
| 4331         | <a href="#"><u>Staff Development</u></a>                                           |
| 5000         | <a href="#"><u>Concepts And Roles</u></a>                                          |
| 5030         | <a href="#"><u>Student Wellness</u></a>                                            |
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| 5111         | <a href="#"><u>Admission</u></a>                                                   |
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| 5113.1       | <a href="#"><u>Chronic Absence And Truancy</u></a>                                 |
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| 5113.12      | <a href="#"><u>District School Attendance Review Board</u></a>                     |
| 5116.2       | <a href="#"><u>Involuntary Student Transfers</u></a>                               |
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| 5125         | <a href="#"><u>Student Records</u></a>                                             |
| 5125.1       | <a href="#"><u>Release Of Directory Information</u></a>                            |
| 5125.1       | <a href="#"><u>Release Of Directory Information</u></a>                            |
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| 5131.2       | <a href="#"><u>Bullying</u></a>                                                    |
| 5131.5       | <a href="#"><u>Vandalism And Graffiti</u></a>                                      |
| 5132         | <a href="#"><u>Dress And Grooming</u></a>                                          |
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| 5138         | <a href="#"><u>Conflict Resolution/Peer Mediation</u></a>                          |
| 5141.22      | <a href="#"><u>Infectious Diseases</u></a>                                         |
| 5141.22      | <a href="#"><u>Infectious Diseases</u></a>                                         |

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| 5141.27      | <a href="#"><u>Food Allergies/Special Dietary Needs</u></a>                              |
| 5141.4       | <a href="#"><u>Child Abuse Prevention And Reporting</u></a>                              |
| 5141.4       | <a href="#"><u>Child Abuse Prevention And Reporting</u></a>                              |
| 5141.52      | <a href="#"><u>Suicide Prevention</u></a>                                                |
| 5141.52      | <a href="#"><u>Suicide Prevention</u></a>                                                |
| 5144         | <a href="#"><u>Discipline</u></a>                                                        |
| 5144         | <a href="#"><u>Discipline</u></a>                                                        |
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