

## **EQUAL OPPORTUNITIES**

### **NONDISCRIMINATION STATEMENT**

The Los Angeles Unified School District is committed to providing a working and learning environment that is free from unlawful discrimination and harassment. The District prohibits discrimination and harassment based on an individual's actual or perceived sex, sexual orientation, gender (including gender identity, marital status, pregnancy, childbirth or related medical condition), ethnic group identification, race, ancestry, national origin, religion, color, mental or physical disability, age, or on the basis of a person's association with a person or group with one or more of these actual or perceived characteristics.

Harassment based on any of the above-protected categories is a form of unlawful discrimination and will not be tolerated by the District. Harassment is intimidation or abusive behavior toward a student or employee that creates a hostile environment and can result in disciplinary action against the offending student or employee. Harassing conduct may take many forms, including but not limited to, verbal remarks and name-calling, graphic and written statements, or conduct that is threatening or humiliating.

This nondiscrimination policy covers admission or access to, or treatment or employment in all District programs and activities, including vocational education. The lack of English language skills will not be a barrier to admission to or participation in District programs and activities.

Additional information prohibiting other forms of unlawful discrimination or harassment, in inappropriate behavior, and/or hate-motivated incidents/crimes may be found in other District policies that are available in all schools and offices. It is the intent of the District that all such policies be reviewed consistently to provide the highest level of protection from unlawful discrimination in the provision of educational services and opportunities. The District prohibits retaliation against anyone who files a complaint or who participates in a complaint investigation.

For assistance or to file a complaint related to discrimination or harassment based on student's sex (Title IX); sexual orientation or gender identity (Title 5, CCR 4910); race, color, or national origin (Title VI); or mental or physical disability (Section 504), contact the Educational Equity Compliance Office at (213)241-7682..

### **TITLE IX AND STUDENTS**

Federal and state law, including District policy, prohibit anyone from discriminating against any student on the bases of actual or perceived sex, sexual orientation, and gender (including gender identity, marital status, pregnancy, childbirth or related medical condition). Male and female students have the right to equal learning opportunities in their schools and must be treated the same in all activities and programs including:

- The classes they can take
- The way they are treated in the classroom
- The kind of counseling they are given
- The extracurricular activities in which they can participate
- The honors, special awards, scholarships and graduation activities in which they can participate

Pregnant or parenting students, regardless of their marital status, have the right to attend their current school or any District school, and to participate in any program or activity for which they would otherwise qualify in an environment free from discrimination or harassment. This includes magnet, special education, gifted, non-public, and any other specialized schools or programs. Enrollment in any school or program specially designed for pregnant or parenting students, such as pregnant minor schools or Cal-SAFE programs, must be completely voluntary on the part of the student. Classes, programs and materials offered to pregnant and parenting students must be equal to those offered to other students and students must be provided access to those classes needed to complete their course of study.

Pregnant and parenting students have a right to full participation in school classes, programs, and activities and it is the school's responsibility to make reasonable accommodations to keep pregnant students safe on campus and facilitate their continued participation. Such accommodations may include, but are not limited to: additional time for use of facilities and class changes, or to facilitate access to child care; providing related illness or recovery at the request of the student/family; and not "capping" pregnant students or teen parents using child care to other school sites out of their community.

Pregnant and parenting student with excused absences such as pregnancy-related illnesses, medical care of related conditions due the illness or medical appointment of a child for whom students are the custodial parents shall be treated like all other students with excused absences. Students with excused absences shall be allowed to complete all assignments and tests missed, or a reasonable equivalent of the work missed, during the absence and shall be given full credit upon satisfactory completion of that work in a reasonable time period. For assistance or more information regarding pregnant or parenting teens, contact the District's Teen Parent Programs at (213)765-2880.

Students do not need to be afraid of trying to correct a situation by speaking to a school administrator, counselor, or trusted adult at school, or filing a complaint. Students have the right to take action. Any student who believes he or she is being discriminated against in violation of Title IX has the right to file a complaint. Students are encouraged whenever possible to try to resolve their complaints directly at the school site. For further information or assistance, contact the Education Equity Compliance Office by called (213)241-7682.

## **STUDENTS WITH DISABILITIES/MEDICAL CONDITIONS UNDER SECTION 504**

Section 504 is a federal civil rights law that prohibits discrimination against individuals with disabilities in programs and activities that receive financial assistance from the U.S. Department of Education. Discrimination/harassment in any form toward individuals on the basis of their actual or perceived disability is unacceptable and will not be tolerated. The District will promptly investigate all complaints of disability-based discrimination/harassment and take reasonable actions to stop future incidents from discrimination/harassment.

Section 504 also requires that students with disabilities be provided a free and appropriate public education (FAPE). For students who are not eligible for special education services, but meet the federal definition of disabled under Section 504, a Section 504 Plan is developed which indicates the accommodations, supplementary aids and/or services that will be provided to assist the student in accessing the general education program. Parents or guardians must be notified in writing of any District decisions regarding the identification, evaluation, and/or educational placement of students and their right to participate in, and/or appeal these decisions under Section 504.

For further information about Section 504 and/or assistance in filing and appeal or complaint regarding Section 504, contact the Educational Equity Compliance Office at (213)241-7682.

## **STUDENTS WITH DISABILITIES AND SPECIAL EDUCATION**

Children learn in a variety of ways, with most students learning effectively in a traditional school setting. However, sometimes children with disabilities need services beyond accommodations and modifications to the general education program. Children with disabilities may be eligible to receive special education services as determined by an Individual Education Program (IEP) team, which includes the student's parent. Special education services are designed to meet the unique educational needs of students with disabilities and are provided at no cost to parents. To the maximum extent appropriate, students with disabilities must be educated with their nondisabled peers in the general education environment at the school they would attend if they were not disabled.

Assistance related to special education issues is available from the school administrator.