

## Equal Educational Opportunity and Nondiscrimination Policy including Title IX:

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The Governing Board is committed to equal opportunity for all individuals in education. Title IX is a federal law that was passed in 1972 to ensure that male and female students and employees in educational setting are treated equally and fairly. It protects against discrimination, harassment, intimidation, or bullying based on sex (including sexual harassment). In addition, Title IX protects transgender students and students who do not conform to sex stereotypes. The preamble to Title IX of the Education Amendments of 1972 states: "No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination, harassment, intimidation, or bullying under any education program or activity receiving Federal financial assistance." District programs, activities, and practices shall be free from discrimination, harassment, intimidation, or bullying based on disability (including, but not limited to blindness or severely impaired vision, physical or mental disability or medical condition), race, ethnicity, color, ancestry, nationality, age, religion, disability, sex, sexual orientation, gender, gender identity, gender expression, actual or potential marital status, actual or potential parental status, actual or potential family status, or any other characteristic identified on Education Code 200 or 220, Penal Code 422.55, or Government Code 11135 or based on association with a person or group with one of more these actual or perceived characteristic.

District programs and facilities, viewed in their entirety, and shall be in compliance with the Americans with Disabilities Act and any implementing standards and/or regulations. Individuals with disabilities shall notify the Superintendent or principal if they have a disability that requires special assistance or services. Reasonable notification should be given prior to the school-sponsored function, program, or meeting.

Accommodations are made to a lactating pupil on a school campus to express breast milk, breast-feed an infant child, or address other needs related to breast-feeding. Reasonable accommodations under this section include, but are not limited to, all of the following:

- (1) Access to a private and secure room, other than a restroom, to express breast milk or breast-feed an infant child.
- (2) Permission to bring onto a school campus a breast pump and any other equipment used to express breast milk.
- (3) Access to a power source for a breast pump or any other equipment used to express breast milk.
- (4) Access to a place to store expressed breast milk safely.

A pupil shall not incur an academic penalty as a result of her use, during the school day, of the reasonable accommodations specified in this section, and shall be provided the opportunity to make up any work missed due to such use.

The Director of Categorical Programs, Gabriela Guzman, is the Title IX and the Uniform Complaint Coordinator for the district. The Director can be reached at 12623 Avenue 416, Orsi, California 93647, (559) 528-6949. For information on grievance process, please refer to Uniform Complaint Procedures in this handbook.

