

## **Title IX Policy**

### **NONDISCRIMINATION IN REDDING SCHOOL OF THE ARTS PROGRAMS AND ACTIVITIES**

The Governing Board is committed to providing equal opportunity for all individuals in education. school programs, activities, and practices shall be free from unlawful discrimination including discrimination against an individual or group based on race, color, ancestry, national origin, ethnic group identification, age, religion, marital, pregnancy, or parental status, physical or mental disability, sex, sexual orientation, gender, gender identity or expression, or genetic information; the perception of one or more of such characteristics; or association with a person or group with one of these actual or perceived characteristics.

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

Periodically, the Executive Director or designee shall review school programs and activities to ensure the removal of any derogatory or discriminatory name, image, practice, or other barrier that may unlawfully prevent an individual or group in any of the protected categories stated above from accessing school programs and activities. He/she shall take prompt, reasonable actions to remove any identified barrier. The Executive Director or designee shall report his/her findings and recommendations to the Board after each review.

All allegations of unlawful discrimination in school programs and activities shall be investigated and resolved in accordance with the procedures specified in Redding School of the Arts Uniform Complaint Procedures.

Pursuant to 34 CFR 104.8 and 34 CFR 106.9, Executive Director or designee shall notify students, parents/guardians, employees, employee organizations, applicants for admission and employment, and sources of referral for applicants about the school's policy on nondiscrimination and related complaint procedures. Such notification shall be included in handbook, application form, or other materials distributed to these groups and, as applicable, to the public. As appropriate, such notification shall be posted in schools and offices, including staff lounges, student government meeting rooms, and other prominent locations and shall be posted on the school's web site, when available, school-supported social media.

The school's nondiscrimination policy and related informational materials shall be published in a format that parents/guardians can understand. In addition, when 15 percent or more of a school's students speak a single primary language other than English, those materials shall be translated into that other language.

#### **Access for Individuals with Disabilities**

School programs and facilities, viewed in their entirety, shall be in compliance with the Americans with Disabilities Act and any implementing standards and/or regulations. When structural changes to existing school facilities are needed to provide individuals with disabilities access to programs, services, activities or facilities, the Executive Director or designee shall develop a transition plan that sets forth the steps for completing the changes.

## **NONDISCRIMINATION IN REDDING SCHOOL OF THE ARTS PROGRAMS AND ACTIVITIES (continued)**

The Executive Director or designee shall ensure that the school provides auxiliary aids and services when necessary to afford individuals with disabilities equal opportunity to participate in or enjoy the benefits of a service, program or activity. These aids and services may include, but are not limited to, qualified interpreters or readers, assistive listening devices, assistive technologies or other modifications to increase accessibility to school and school websites, note takers, written materials, taped text, and Braille or large print materials. Individuals with disabilities shall notify the Executive Director 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.

The individual listed below as the employee responsible for coordinating the school's response to complaints and for complying with state and federal civil rights law is hereby designated as the school's ADA coordinator. He/she shall receive and address requests for accommodation submitted by individuals with disabilities, and shall investigate and resolve complaints regarding their access to school programs, services, activities, or facilities.

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## **NONDISCRIMINATION IN REDDING SCHOOL OF THE ARTS PROGRAMS AND ACTIVITIES (continued)**

### *Legal Reference:*

#### EDUCATION CODE

200-262.4 Prohibition of discrimination

48985 Notices to parents in language other than

English 51007 Legislative intent: state policy

#### GOVERNMENT CODE

11000 Definitions

11135 Nondiscrimination in programs or activities funded  
by state 11138 Rules and regulations

12900-12996 Fair Employment and Housing Act

54953.2 Brown Act compliance with Americans with

Disabilities Act PENAL CODE

422.55 Interference with constitutional right or privilege

422.6 Interface with constitutional right or

privilege CODE OF REGULATIONS,

#### TITLE 5

4600-4687 Uniform complaint procedures

4900-4965 Nondiscrimination in elementary and secondary education programs receiving state  
financial assistance

#### UNITED STATES CODE, TITLE 20

1400-1482 Individuals with Disabilities in Education

Act 1681-1688 Discrimination based on sex or  
blindness, Title IX

2301-2415 Carl D. Perkins Vocational and Applied  
Technology Act 6311 State plans

6312 Local education

agency plans UNITED

#### STATES CODE, TITLE 29

794 Section 504 of the Rehabilitation Act

of 1973 UNITED STATES CODE, TITLE

42

2000d-2000d-7 Title VI, Civil Rights Act of 1964

2000e-2000e-17 Title VII, Civil Rights Act of 1964 as  
amended 2000h-2000h-6 Title IX

12101-12213 Americans with Disabilities

Act CODE OF FEDERAL

#### REGULATIONS, TITLE 28

35.101-35.190 Americans with Disabilities Act

36.303 Auxiliary aids and services

#### CODE OF FEDERAL REGULATIONS, TITLE 34

100.1-100.13 Nondiscrimination in federal programs, effectuating

Title VI 104.1-104.39 Section 504 of the Rehabilitation Act of  
1973

106.1-106.61 Discrimination on the basis of sex, effectuating Title  
IX, especially:

106.9 Dissemination of policy