

PHILOSOPHY-GOALS-OBJECTIVES AND COMPREHENSIVE PLANS

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NONDISCRIMINATION IN DISTRICT PROGRAMS AND ACTIVITIES

It shall be the policy of the San Dieguito Union High School District to prohibit discrimination on the basis of sex, disability, race, color, national origin, religious creed, age, marital status, or sexual orientation in the educational programs and activities, which it operates. It is the intent of the District to comply with the following laws and their implementing regulations regarding the prohibition of discrimination or harassment:

- * Title VI of the Civil Rights Act of 1964 (42 USC § 2000d et seq., prohibiting discrimination on the basis of race, color, or national origin with regard to any program or activity receiving Federal financial assistance).
- * Title VII of the Civil Rights Act of 1964 (42 USC § 2000e et seq., prohibiting discrimination in employment on the basis of race, color, national origin, religion, or sex).
- * Title IX of the Education Amendments of 1972 (20 USC § 1681 et seq., prohibiting discrimination on the basis of sex by education institutions which receive Federal financial assistance).
- * Section 504 of the Rehabilitation Act of 1973 (29 USC § 794, prohibiting discrimination against otherwise qualified handicapped individuals with regard to any program or activity receiving Federal financial assistance).
- * Title I of the Americans With Disabilities Act of 1990 (42 USC § 12101 et seq., prohibiting discrimination against qualified

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Policy Adopted: May 7, 1989
Policy Revised: August 19, 1993
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individuals with a disability in hiring and employment practices).

- * Title II of the Americans With Disabilities Act of 1990 (42 USC § 12101 et seq., prohibiting discrimination against qualified individuals with a disability in the services, programs, or activities of a public entity).
- * The Age Discrimination in Employment Act (29 USC § et seq., prohibiting age discrimination in employment against individuals who are at least forty years of age).
- * California Government Code section 11135 (prohibiting discrimination on the basis of ethnic group identification, religion, age, sex, color, or disability with regard to any program or activity funded directly by the State of receiving financial assistance from the State).
- * California Fair Employment and Housing Act (Gov. Code § 12900 et seq., prohibiting discrimination in employment on account of race, religious creed, color, national origin, ancestry, physical disability, mental disability, medical condition, marital status, or sex, and prohibiting harassment of an employee or applicant because of race, religious creed, color, national origin, ancestry, physical disability, mental disability, medical condition, marital status, sex, or age).
- * California Education Code sections 200 through 232 (prohibiting discrimination on the basis of sex in any program or activity conducted by an educational institution which receives or benefits from State financial assistance).

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- * California Labor Code section 1102.1 (prohibiting discrimination in any aspect of employment or opportunity for employment based on actual or perceived sexual orientation).

The Superintendent shall designate appropriate member(s) of the Management Team who will be responsible for formulating and implementing District regulations that are designed to comply with the above-noted laws and their implementing regulations regarding the prohibition of discrimination or harassment. The implementation of this policy should be undertaken with the understanding that the purpose of the policy is not to impose curriculum requirements.

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