

PHILOSOPHY, GOALS, OBJECTIVES AND COMPREHENSIVE PLANS

Nondiscrimination in Programs and Services

The San Joaquin County Office of Education (SJCOE) is committed to equal opportunity for all individuals in education. SJCOE programs, activities, and practices shall be free from discrimination, harassment, intimidation, and bullying, based on race, color, ancestry, nationality, national origin, ethnic group identification, age, religion, marital or parental status, physical or mental disability, sex, sexual orientation, gender, gender identity, gender expression, genetic information, gender non-conformance, gender stereotyping; the perception of one or more of such characteristics; or association with a person or group with one or more of these actual or perceived characteristics. The Superintendent shall promote programs which ensure that discriminatory practices are eliminated in all SJCOE activities.

SJCOE programs and facilities shall be readily accessible to and usable by individuals with disabilities. SJCOE administrative staff shall ensure that interested persons, including those with impaired vision and hearing, can obtain information about the programs, facilities, and activities available to them. Individuals with disabilities shall notify the Superintendent or designee if they have a disability that requires special assistance or services. Reasonable notification should be given prior to the SJCOE-sponsored function, program, or meeting.

It is the intent of the Superintendent that the SJCOE will comply with requirements of the Americans with Disabilities Act of 1990 (ADA). The Superintendent directs that SJCOE staff make a conscious effort to adhere to the standards and regulations set forth in the ADA.

In accordance with section 504 of the Rehabilitation Act of 1973, the Superintendent prohibits discrimination on the basis of handicap in any program or activity receiving federal financial assistance. The Superintendent assigns responsibility to the Director of Human Resources for coordination of Section 504 compliance and is responsible for implementing the uniform complaint process for the review and investigation of such complaints.

As required by law, the Superintendent or designee shall notify students, parents/guardians, employees, employee organizations, and applicants for admission and employment, and sources of referral for applicants about the SJCOE policy on nondiscrimination and related complaint procedures. Such notification shall be included in each announcement, bulletin, catalog, application form, or other recruitment materials distributed to these groups.

The SJCOE nondiscrimination policy and related informational materials shall be published in a format that parents/guardians can understand and, when required by law, in a language other than English.

cf: 1312.3 Uniform Complaint Procedure
4030 Nondiscrimination in Employment
4031 Complaints Concerning Discrimination in Employment

4032 Reasonable Accommodations
4112.9/4212.9/4312.9 Employee Notifications
4119.11/4219.11/4319.11 Sexual Harassment
5124 Reporting to Parents/Guardians
5131.2 Bullying
5145.3 Nondiscrimination
5145.6 Notification To Parents and Students
5145.7 Sexual Harassment
5146 Married/Pregnant/Parenting Students
6164.4 Identification of Individuals with Exceptional Needs
6178 Career Technical Education
6200 Adult Education
9320 Meetings
9322 Agenda/Meeting Materials

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 Definition of hate crime
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

UNITED STATES CODE, TITLE 20

1400-1487 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

(3/12)