

Nondiscrimination in Programs and Activities

The Solano County Office of Education (SCOE) is committed to providing equal opportunity for all individuals in education and shall promote programs which ensure that discriminatory practices, harassment, intimidation, and bullying are eliminated in all its activities. SCOE programs, activities, and practices shall be free from discrimination, harassment, intimidation, and bullying based on race; color; ancestry; national origin; immigration status; ethnic group identification; age; religion; marital, parental, family, or pregnant status; physical or mental disability; sex; sexual orientation; gender; gender identity or expression; genetic information; 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. (Education Code (E.C.) section 220; Government Code 11135; Penal Code section 422.55)

In addition to the above-mentioned actual or perceived characteristics, SCOE shall not discriminate against employees and job applicants based on their military or veteran status. Furthermore, SCOE shall reasonably accommodate employees' religious attire and grooming practices. (Government Code section 12940)

The County Superintendent or designee shall regularly review SCOE's programs and activities to ensure the removal of any barrier that may unlawfully prevent an individual or group in any of the protected categories stated above from accessing SCOE's programs and activities, including the use of facilities, and shall take prompt, reasonable actions to remove any identified barrier.

The County Superintendent or designee shall notify students, parents/guardians, employees, employee organizations, applicants for admission and employment, and sources of referral for applicants about SCOE's policy on nondiscrimination and related complaint procedures. Such notification shall be included in each announcement, bulletin, catalog, handbook, application form, or other materials distributed to these groups. (34 CFR 104.8, 106.9)

SCOE's 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. (Education Code 48985)

Access for Individuals with Disabilities

SCOE programs and facilities, viewed in their entirety, shall be in compliance with the Americans with Disabilities Act (ADA) and any implementing standards and/or regulations. (28 CFR 35.150, 35.151, 35.136)

The County Superintendent or designee shall ensure that SCOE provides appropriate 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, note-takers, written materials, taped text, and Braille or large print materials. (28 CFR 35.130, 35.160, 36.303; Government Code 54953.2)

Individuals with disabilities shall notify the Superintendent, principal, or designee if they have a disability that requires special assistance or services. Reasonable notification should be given prior to the SCOE-sponsored function, program, or meeting.

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 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
- 106.9 Dissemination of policy

Policy Cross-Reference:

- 1312.1 Complaints Concerning Employees
- 1312.2 Complaints Concerning Instructional Materials
- 1312.3 Uniform Complaint Procedures
- 1312.4 Williams Uniform Complaint Procedures
- 1330 Use of Facilities
- 3320 Claims and Actions against the District

Policy Cross-Reference:

- 4030 Nondiscrimination in Employment
- 4031 Complaints Concerning Discrimination in Employment
- 4032 Reasonable Accommodation
- 4112.9 Employee Notifications
- 4119.1 Civil and Legal Rights
- 4119.11 Sexual Harassment (Personnel)
- 4119.21 Professional Standards
- 4119.25 Political Activities of Employees
- 4144 Complaints
- 5131.2 Bullying
- 5145.3 Nondiscrimination/Harassment
- 5145.6 Parental Notifications
- 5145.7 Sexual Harassment (Students)
- 6020 Parent Involvement
- 6163.2 Animals at School
- 6164.4 Identification and Evaluation of Individuals for Special Education
- 6164.6 Identification and Education under Section 504
- 6178 Career Technical Education
- 7110 Facilities Master Plan
- 7111 Evaluating Existing Buildings