



**Anti-Discrimination, Anti-Harassment, Anti-Intimidation, and Anti-Bullying Policy**

**Intent of Policy**

It is the policy of the Board to provide equal educational opportunities without regard to actual or perceived race or ethnicity, nationality, disability, gender, gender identity, gender expression, religion, sexual orientation, immigration status, or association with a person or group with one or more of these actual or perceived characteristics.

**Discrimination/Harassment/Intimidation/ Bullying Prohibited in the District's Programs and Activities**

Encore prohibits discrimination, harassment, intimidation, and bullying based on any of the following actual or perceived characteristics:

1. Disability;
2. Gender;
3. Gender identity;
4. Gender expression;
5. Nationality;
6. Race or Ethnicity;
7. Religion;
8. Sexual orientation;
9. Immigration Status; or
10. The association with a person or group with one or more of these actual or perceived characteristics.

**Policy Applies to All Encore Activities**

This policy applies to any and all acts related to an Encore activity or attendance that occurs at Encore.

**Protection of All Individuals**

This policy applies to any prohibited discrimination, harassment, intimidation, or bullying directed against any student, employee, or other individuals participating in an Encore program or Encore activity.

**Investigation of Complaints**

Any complaints of prohibited discrimination, harassment, intimidation, and/or bullying shall be received and investigated in accordance with Encore's uniform complaint procedures set forth in Board Policy.

**Public Notification of this Policy**

To promote awareness of this policy, Encore shall do all of the following:

1. On or before the start of each school year, Encore shall notify students and parents/guardians of this policy as well as any related Encore policies;
2. Every public space within Encore shall prominently post an anti-discrimination, anti-harassment, anti-intimidation, and anti-bullying notice including, but not limited to, the following:
  - a. A clear statement of this policy and/or its intent;
  - b. A clear reference to this policy and any related Encore policies;
  - c. How to obtain additional information regarding the Encore's policies; and
  - d. Contact information and instructions for filing a complaint alleging a violation of this policy;

The CEO or COO shall approve all notification or posting pursuant to this policy;

3. Provide training to Encore staff regarding this policy and how to effectively identify, prevent, reduce and/or eliminate unlawful discrimination, harassment, intimidation, and bullying;
4. Strongly encourage students, teachers, and other Encore staff to positively promote this policy through awareness campaigns, poster contests, art work, or other appropriate school-related activities.

(Ed. Code §§ 220, 221, 234.1; Pen. Code § 422.5; Gov't. Code § 11135; Title 5, Cal. Code Regs. § 4610.)