



Board of Directors Business Meeting  
Agenda Action Item

**Item Title**

SECOND READING OF REVISED POLICY 3210 - NONDISCRIMINATION OF STUDENTS

**Department**

Legal

**Board Meeting Date**

June 26, 2025

**Background**

In April and May of 2025, the Office of Superintendent of Public Instruction (OSPI) issued initial determinations related its statewide Civil Rights Audit, which included recommended changes to certain District policies and regulations to bring them up to date with recent law changes. Based on OSPI's initial determination, one of the District's policies, Policy 3210 – Nondiscrimination of Students, requires an update.

**Current Consideration**

The proposed changes to Policy 3210 incorporate legal changes from recently passed House Bill 1296 which updates protected classes under the State's school antidiscrimination law. This policy was reviewed by the Equity Policy Review Team on June 17, 2025, and based on the team's discussion, there were revisions incorporated into the revised draft proposal. There was no additional feedback received by community members.

**Fiscal Implication**

None.

**Recommendation**

The General Counsel on behalf of the Civil Rights Coordinator recommends the Board of Directors adopt the revised draft Policy 3210.

**Strategic Benchmark**

Health and Safety

**Approved By**

General Counsel, Malik Gbenro

## **NONDISCRIMINATION OF STUDENTS**

### **PURPOSE**

This policy affirms Tacoma School District's commitment to providing an inclusive and equitable learning environment. The District seeks to ensure that all students have full and equal access to educational and extracurricular programs, free from discrimination, harassment, or bias based on protected characteristics.

Tacoma School District No. 10 will provide equal educational opportunity and treatment for all students in all aspects of the academic and activities program without discrimination based on race, [ethnicity](#), religion, creed, color, national origin, age, honorably-discharged veteran or military status, sex, sexual orientation, gender expression or identity, [homelessness](#), [immigration or citizenship status](#), marital status, the presence of any sensory, mental or physical disability, [neurodivergence](#), or the use of a trained dog guide or service animal by a person with a disability. The ~~district~~District will provide equal access to school facilities to the Boy Scouts of America and all other designated youth groups listed in Title 36 of the United States Code as a patriotic society. District programs will be free from sexual harassment. Auxiliary aids and services will be provided upon request to individuals with disabilities.

The District is committed to fostering a safe, respectful, and inclusive learning environment where all students have equitable access to participate in and benefit from educational programs and activities. This includes ensuring that school policies and practices are responsive to the diverse needs of students, including but not limited to matters involving communication, student records, confidentiality, use of facilities, participation in school activities, and dress code expectations.

Conduct against any student that is based on one of the categories listed above that is sufficiently severe, persistent or pervasive as to limit or deny the student's ability to participate in or benefit from the ~~district~~District's course offerings; educational programming or any activity will not be tolerated. When a ~~district~~District employee knows, or reasonably should know, that such discriminatory harassment is occurring or has occurred, the employee must report the discrimination and the ~~district~~District will take prompt and effective steps reasonably calculated to end the harassment, prevent its recurrence and remedy its effects.

The ~~district~~District is firmly committed to a policy that encourages timely disclosure of such concerns and prohibits retribution or retaliation against any student or staff members who, in good faith, reports such concerns.

This Policy reflects the District's broader responsibility to maintain a civil and inclusive learning community and will be supported by training for staff and volunteers. Compliance officers are designated to oversee implementation, receive concerns, and ensure consistent application of nondiscrimination policies across the organization.

The ~~district~~District's nondiscrimination statement will be included in all written announcements, notices, recruitment materials, employment applications, and other publications made available to all students, parents, or employees. The statement will include: 1) notice that the ~~district~~District will not discriminate

in any programs or activities on the basis of any of the above-listed categories; 2) the name and contact information of the ~~district~~District's compliance officer designated to ensure compliance with this policy; and 3) the names and contact information of the ~~district~~District's Section 504, [Gender Inclusive Schools Coordinator](#), and Title IX compliance officers.

The ~~district~~District will annually publish notice reasonably calculated to inform students, students' parents/guardians (in a language that they can understand, which may require language assistance), and employees of the ~~district~~District's discrimination complaint procedure.

The superintendent will designate a staff member to serve as the compliance officer for this policy. The compliance officer will be responsible for investigating any discrimination complaints communicated to the ~~district~~District.

The ~~district~~District will provide training to administrators and certificated and classroom personnel regarding their responsibilities under this policy and to raise awareness of and eliminate bias and discrimination based on the protected classes identified in this policy.

Cross References:        [1600 – Anti-Racism](#)  
2020 – Curriculum Development & Adoption of Instructional Materials  
2140 - Guidance and Counseling  
2150 - Co-Curricular Program  
2151 - Interscholastic Activities  
4260 - Use of School Facilities

Legal References:        Chapter 28A.640 RCW Sexual equality  
Chapter 28A.642 RCW Discrimination prohibition  
Chapter 49.60 RCW Discrimination — Human rights commission  
WAC 392-190-020 Training—Staff responsibilities—Bias awareness  
WAC 392-190-060 Compliance – School district designation of responsible employee - Notification  
WAC 392-400-215 Student rights  
20 U.S.C. 7905 Boy Scouts of American Equal Access Act  
42 U.S.C. 12101-12213 Americans with Disabilities Act

**Adoption Date:**        ~~08~~**08/24/2017**

**Revised Date:** ~~xx/xx/2025~~

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**Adoption Date: 8/24/2017**  
**Revised Date: 6/26/2025**