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Status: ADOPTED

Policy 0410: Nondiscrimination In District Programs And Activities

Original Adopted Date: 11/15/2022 | Last Reviewed Date: 11/15/2022

The Board of Trustees is committed to providing equal opportunity for all individuals in education. District programs, activities, and practices shall be free from unlawful discrimination including discrimination against an individual or group based on race, color, ancestry, nationality national origin, immigration status, ethnic group identification, ethnicity, age, religion, marital or parental status, pregnancy, physical or mental disability, sex, sexual orientation, gender, gender identity or expression, or 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.

District programs and activities shall also be free of any racially derogatory or discriminatory school or athletic team names, mascots, or nicknames.

Annually, the Superintendent or designee shall review district programs and activities to ensure the removal of any derogatory or discriminatory name, image, practice, or other barriers that may unlawfully prevent an individual or group in any of the protected categories stated above from accessing district programs and activities. He/she shall take prompt, reasonable actions to remove any identified barrier. The Superintendent or designee shall report his/her findings and recommendations to the Board after each review.

(cf. 1330 - Use of Facilities)

All allegations of unlawful discrimination in district programs and activities shall be investigated and resolved in accordance with the procedures specified in AR 1312.3 – Uniform Complaint Procedures.

Pursuant to 34 CFR 104.8(https://simbli.eboardsolutions.com/SU/plus1Teu0IP8So0AOPyXl4Zdg==) and 34 CFR 106.9(https://simbli.eboardsolutions.com/SU/WJjlkahlkKt3GREOtqamrA==), the Superintendent or designee shall notify students, parents/guardians, employees, employee organizations, applicants for admission and employment, and sources of referral for applicants about the district's policy on nondiscrimination and related complaints procedures. Such notification shall be included in each announcement, bulletin, catalog, handbook, application form, or other materials distributed to these groups, and, as applicable, to the public. As appropriate, such notification shall be posted in District schools and offices, including staff lounges, student government meeting rooms, and other prominent locations, and shall be posted on the district's website and, when available, District-supported social media.

The District's nondiscrimination policy and related informational materials shall be published in a format that parents/guardians can understand. In addition, when 15 percent or more of a school's students speak a single primary language other than English, those materials shall be translated into that other language.

Access for Individuals with Disabilities

District 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. When structural changes to existing district facilities are needed to provide individuals with disabilities access to programs, services, activities, or facilities, the Superintendent or designee shall develop a transition plan that sets forth the steps for completing the changes.

The Superintendent or designee shall ensure that the district 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, assistive technologies or other modifications to increase accessibility to district and school Websites note takers, written materials, taped text, and Braille or large print materials.

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

The individual identified in AR 1312.3 – Uniform Complaint Procedures as the employee responsible for coordinating the District's response to complaints and for complying with state and federal civil rights laws is hereby designated as the district's ADA coordinator. He/she shall receive and address requests for accommodation submitted by individuals with disabilities and shall investigate and resolve complaints regarding their access to district programs, services, activities, or facilities.

Equity Compliance
Dr. Tasha Doizan, Assistant Superintendent of Academic Services
11824 Air Expressway, Adelanto, CA 92301
760-246-8691
tasha_doizan@aesd.net

Title IX Coordinator
Carlos Moran, Assistant Superintendent of Human Resources
11824 Air Expressway, Adelanto, CA 92301
760-246-8691

 $carlos_moran@aesd.net$

504 Plan Coordinator Carol Coburn, Director of Academic Services 11824 Air Expressway, Adelanto, CA 92301 760-246-8691 carol_coburn@aesd.net

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 Interference 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

1400-1482 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, especially:

106.9 Dissemination of policy Management Resources: CSBA PUBLICATIONS

Updated Legal Guidance: Protecting Transgender and Gender Nonconforming Students Against Sex Discrimination, July 2016 Providing a Safe, Nondiscriminatory School Environment for Transgender and Gender-Nonconforming Students, Policy Brief, February 2014

Safe Schools: Strategies for Board of Trustees to Ensure Student Success, 2011 CALIFORNIA DEPARTMENT OF FAIR EMPLOYMENT AND HOUSING PUBLICATIONS California Law Prohibits Workplace Discrimination and Harassment

U.S. DEPARTMENT OF EDUCATION, OFFICE FOR CIVIL RIGHTS PUBLICATIONS

Dear Colleague Letter: Transgender Students, May 2016

Examples of Policies and Emerging Practices for Supporting Transgender Students, May 2016

Dear Colleague Letter: Title IX Coordinators, April 2015 Dear Colleague Letter: Harassment and Bullying, October 2010 Dear Colleague Letter: Electronic Book Readers, June 29, 2010

Notice of Non-Discrimination, January 1999

Protecting Students from Harassment and Hate Crime, January 1999 Nondiscrimination in Employment Practices in

Education, August 1991

U.S. DEPARTMENT OF JUSTICE PUBLICATIONS

2010 ADA Standards for Accessible Design, September 2010

Accessibility of State and Local Government Websites to People with Disabilities, June 2003

WORLD WIDE WEB CONSORTIUM PUBLICATIONS Web Content Accessibility Guidelines, December 2008

WEB SITES

CSBA: http://www.csba.org(https://simbli.eboardsolutions.com/SU/endNqaxyiGQAmOk5HoBoUw==)

California Department of Education:

http://www.cde.ca.gov(https://simbli.eboardsolutions.com/SU/aslshC4YRn9qcIYBuxNUFvytg==)

California Department of Fair Employment and Housing: http://www.dfeh.ca.gov

Safe Schools Coalition:

State Deferences

 $http://www.casa feschools.org (\\ https://simbli.eboardsolutions.com/SU/52IWVk02YPmlAmHE1QMokw ==) Pacific ADA \\ http://www.casa feschools.org (\\ https://simbli.eboardsolutions.com/SU/52IWVk02YPmlAmHE1QMokw ==) Pacific ADA \\ https://simbli.eboardsolutions.com/SU/52IWVk02YPmlAmHE1Q$

 $Center: http://www.adapacific.org(\underline{https://simbli.eboardsolutions.com/SU/slshPPorPAegliuEvplusiZtgaCg==)$

U.S. Department of Education, Office for Civil Rights:

http://www.ed.gov/about/offices/list/ocr(https://simbli.eboardsolutions.com/SU/oe1D6yy11JxJ8j2XmAFKYg==)

U.S. Department of Justice, Civil Rights Division, Americans with Disabilities Act:

http://www.ada.gov(https://simbli.eboardsolutions.com/SU/D1cL0DdoqBUH6bLk8pxPXA==)

U.S. Equal Employment Opportunity Commission:

http://www.eeoc.gov(https://simbli.eboardsolutions.com/SU/vWZpgy5hWTz73t9BVEDPpA==)

World Wide Web Consortium, Web Accessibility Initiative: http://www.w3.org/wai

Policy Reference Disclaimer: These references are not intended to be part of the policy itself, nor do they indicate the basis or authority for the board to enact this policy. Instead, they are provided as additional resources for those interested in the subject matter of the policy.

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State References	Description
5 CCR 4600-4670	Uniform complaint procedures
5 CCR 4900-4965	Nondiscrimination in elementary and secondary educational programs receiving state or federal financial assistance
Ed. Code 200-262.4	Prohibition of discrimination - https://simbli.eboardsolutions.com/SU/ytTLslshoozWGUAbNL6kKkgxQ==
Ed. Code 48980	Parent/Guardian notifications
Ed. Code 48985	Notices to parents in language other than English
Ed. Code 51007	Legislative intent: state policy

Gov. Code 11000

Definitions

Prohibition of discrimination https://simbli.eboardsolutions.com/SU/PcUFWeMcCJnzBrKAL0EtfQ==

Gov. Code 12900-12996

Fair Employment and Housing Act

Gov. Code 54953.2

Brown Act compliance with Americans with Disabilities Act

California Religious Freedom Act

Pen. Code 422.55 Definition of hate crime
Pen. Code 422.6 Crimes; harassment

Federal References Description

20 USC 1400-1482 Individuals with Disabilities Education Act
20 USC 1681-1688 Title IX of the Education Amendments of 1972; discrimination based on sex

20 USC 2301-2414 Strengthening Career and Technical Education for the 21st Century Act - https://simbli.eboardsolutions.com/SU/9yof5kixbBlok9FzhxqqWg==

20 USC 6311 State plan

20 USC 6312 Local educational agency plan
28 CFR 35.101-35.190 Americans with Disabilities Act

28 CFR 36.303 Nondiscrimination on the basis of disability, public accommodations,

auxiliary aids and services

29 USC 794 Rehabilitation Act of 1973; Section 504

34 CFR 100.1-100.13 Nondiscrimination in federal programs, effectuating Title VI

34 CFR 104.1-104.39 Section 504 of the Rehabilitation Act of 1973

34 CFR 106.1-106.61 Discrimination on the basis of sex, effectuating Title IX

34 CFR 106.9 Severability

42 USC 12101-12213 Americans with Disabilities Act
42 USC 2000d-2000d-7 Title VI, Civil Rights Act of 1964

42 USC 2000e-2000e-17 Title VII, Civil Rights Act of 1964, as amended

Management Resources References Description

CA Dept of Fair Employment and Housing Publication California Law Prohibits Workplace Discrimination and Harassment

CA Office of the Attorney General Publication Promoting a Safe and Secure Learning Environment for All

CSBA Publication Updated Legal Guidance: Protecting Transgender and Gender Nonconforming Students Against Sex Discrimination, March 2017

Accessibility of State and Local Government Websites to People with

U.S. Department of Justice Publication

Disabilities, June 2003

U.S. Department of Justice Publication 2010 ADA Standards for Accessible Design, September 2010

U.S. DOE, Office for Civil Rights Publication Dear Colleague Letter, May 26, 2011

U.S. DOE, Office for Civil Rights Publication Dear Colleague Letter: Electronic Book Readers, June 29, 2010

U.S. DOE, Office for Civil Rights Publication Dear Colleague Letter: Harassment and Bullying, October 2010

U.S. DOE, Office for Civil Rights Publication Dear Colleague Letter: Title IX Coordinators, April 2015

U.S. DOE, Office for Civil Rights Publication

Examples of Policies and Emerging Practices for Supporting Transgender

Students, May 2016

U.S. DOE, Office for Civil Rights Publication Nondiscrimination in Employment Practices in Education, August 1991

U.S. DOE, Office for Civil Rights Publication	Notice of Non-Discrimination, Fact Sheet, August 2010
Website	CSBA District and County Office of Education Legal Services - https://simbli.eboardsolutions.com/SU/UdykszdmPETuDslshXk6R5akQ==
Website	World Wide Web Consortium, Web Accessibility Initiative - https://simbli.eboardsolutions.com/SU/bidXfpUplusS7mVvEQmsT1yhA==
Website	Pacific ADA Center - https://simbli.eboardsolutions.com/SU/uYZsxL72Raxf0FvsX5djWQ==
Website	U.S. Department of Justice, Civil Rights Division, Disability Rights Section - https://simbli.eboardsolutions.com/SU/9sZBTK5qxS65pFYo7h6ktA==
Website	California Office of the Attorney General - https://simbli.eboardsolutions.com/SU/5qNslsh5DoKuytasYcv9khGiA==
Website	California Safe Schools Coalition - https://simbli.eboardsolutions.com/SU/WemZSl34fz0YvWHUM4trDg==
Website	CSBA - https://simbli.eboardsolutions.com/SU/W3QxkK2FPsDsQBnMIENxGg==
Website	California Department of Education - https://simbli.eboardsolutions.com/SU/os2jq5DcA2RawmY2VZ5FZQ==
Website	California Department of Fair Employment and Housing - https://simbli.eboardsolutions.com/SU/RRvNseNogmlnMLyl8K40jw==
Website	U.S. Equal Employment Opportunity Commission - https://simbli.eboardsolutions.com/SU/vWZpgy5hWTz73t9BVEDPpA==
Website	U.S. Department of Education, Office for Civil Rights - https://simbli.eboardsolutions.com/SU/xmCPrTcoZle111WmbX10Vg==
World Wide Web Consortium Publication	Web Content Accessibility Guidelines, December 2008

Cross References	Description
0100	Philosophy - https://simbli.eboardsolutions.com/SU/vplusSKMiIVb80plusy2J6d9Ph1g==
0450	Comprehensive Safety Plan - https://simbli.eboardsolutions.com/SU/8LA2y6JoWQ15Slk8twfS0A==
0450	Comprehensive Safety Plan - https://simbli.eboardsolutions.com/SU/4zt29r1dK4P7uYSGeZWYZw==
1100	Communication With The Public - https://simbli.eboardsolutions.com/SU/EXfhyJ7z3jYulbT0zcrbvw==
1113	District And School Web Sites - https://simbli.eboardsolutions.com/SU/xD7oTjfaEZ3lGb9lvuXjuw==
1113	District And School Web Sites - https://simbli.eboardsolutions.com/SU/S11CZ1lOslshNNwqWofJu6Jzw==
1114	District-Sponsored Social Media - https://simbli.eboardsolutions.com/SU/WpcX5GyzNX5p3nGeWODI4w==
1114	District-Sponsored Social Media - https://simbli.eboardsolutions.com/SU/ecKxRx3zRS0EiwixrgXkHQ==
1230	School-Connected Organizations - https://simbli.eboardsolutions.com/SU/ilSFs8tu4ewhnslshqwOwOGPQ==
1230-E PDF(1)	School-Connected Organizations - School Support Organizations - https://simbli.eboardsolutions.com/SU/c44pEwm3gPlpjUTuXi8oTg==
1240	Volunteer Assistance - https://simbli.eboardsolutions.com/SU/fq46CYMwLmN16Jmyvuvc9Q==
1240	Volunteer Assistance - https://simbli.eboardsolutions.com/SU/plusJplusmL9fCCX1Re78g2R1ToA==

1260	Educational Foundation - https://simbli.eboardsolutions.com/SU/sYHl3fGKzcz59RnUYo0wjA==
1312.3	Uniform Complaint Procedures - https://simbli.eboardsolutions.com/SU/GzAslshdPlLRRGI2aLOg4GEMQ==
1312.3	Uniform Complaint Procedures - https://simbli.eboardsolutions.com/SU/IGpDdQXRM60mowqfmFsplusng==
1325	Advertising And Promotion - https://simbli.eboardsolutions.com/SU/TGMZHkMaplusfrCH3gtWGou9w==
1330	Use Of School Facilities - https://simbli.eboardsolutions.com/SU/zuiA85UXvySqG04lQhyFAA==
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1330-E PDF(1)	Use Of School Facilities - https://simbli.eboardsolutions.com/SU/epo429igszxyeX4pEhfS7g==
3260	Fees And Charges - https://simbli.eboardsolutions.com/SU/fZWL6A20fooLKIrQplus03uaQ==
3260	Fees And Charges - https://simbli.eboardsolutions.com/SU/7dY0mmJNSWckVqLXkJhO0A==
3270	Sale And Disposal Of Books, Equipment And Supplies - https://simbli.eboardsolutions.com/SU/GZwKzcNL8ALNwjmxkUslshcyg==
3270	Sale And Disposal Of Books, Equipment And Supplies - https://simbli.eboardsolutions.com/SU/yaN0nSt3P8uKhzwMx3lhcQ==
3311	Bids - https://simbli.eboardsolutions.com/SU/h363shyMsp5sHJPslvg4tg==
3311	Bids - https://simbli.eboardsolutions.com/SU/86BWrrl65TmM3z44GOYxIQ==
3530	Risk Management/Insurance - https://simbli.eboardsolutions.com/SU/8t96PhpAfABnostjvTlQLg==
3530	Risk Management/Insurance - https://simbli.eboardsolutions.com/SU/qiCfxwse3waK6EBhEYaOUg==
3540	Transportation - https://simbli.eboardsolutions.com/SU/GIPYdeVOXwXjplusslshnwDjplus2plusQ==
3540	Transportation - https://simbli.eboardsolutions.com/SU/bYBbmG3iplusw78Uplus7AplusIdiPg==
3541.2	Transportation For Students With Disabilities - <a href="https://simbli.eboardsolutions.com/SU/Z6aYT91LOTIPAxRkWB2H2w==" https:="" simbli.eboardsolutions.com="" su="" z6ayt91lotipaxrkwb2h2w='="https://simbli.eboardsolutions.com/SU/Z6aYT91LOTIPAxRkWB2H2w=="https://simbli.eboardsolutions.com/SU/Z6aYT91LOTIPAxRkWB2H2w=="https://simbli.eboardsolutions.com/SU/Z6aYT91LOTIPAxRkWB2H2w=="https://simbli.eboardsolutions.com/SU/Z6aYT91LOTIPAxRkWB2H2w=="https://simbli.eboardsolutions.com/SU/Z6aYT91LOTIPAxRkWB2H2w=="https://simbli.eboardsolutions.com/SU/Z6aYT91LOTIPAxRkWB2H2w=="https://simbli.eboardsolutions.com/SU/Z6aYT91LOTIPAxRkwB2H2w=="https://simbli.eboardsolutions.com/SU/Z6aYT91LOTIPAxRkwB2H2w=="https://simbli.eboardsolutions.com/SU/Z6aYT91LOTIPAxRkwB2H2w=="https://simbli.eboardsolutions.com/SU/Z6aYT91LOTIPAxRkwB2H2w=="https://simbli.eboardsolutions.com/SU/Z6aYT91LOTIPAxRkwB2H2w=="https://simbli.eboardsolutions.com/SU/Z6aYT91LOTIPAxRkwB2H2w=="https://simbli.eboardsolutions.com/SU/Z6aYT91LOTIPAxRkwB2H2w=="https://simbli.eboardsolutions.com/SU/Z6aYT91LOTIPAxRkwB2H2w=="https://simbli.eboardsolutions.com/SU/Z6aYT91LOTIPAxRkwB2H2w=="https://simbli.eboardsolutions.com/SU/Z6aYT91LOTIPAxRkwB2H2w=="https://simbli.eboardsolutions.com/SU/Z6aYT91LOTIPAxRkwB2H2w=="https://simbli.eboardsolutions.com/SU/Z6aYT91LOTIPAxRkwB2H2w=="https://simbli.eboardsolutions.com/SU/Z6aYT91LOTIPAxRkwB2H2w=="https://simbli.eboardsolutions.com/SU/Z6aYT91LOTIPAxRkwB2H2w="https://simbli.eboardsolutions.com/SU/Z6aYT91LOTIPAxRkwB2H2w="https://simbli.eboardsolutions.com/SU/Z6aYT91LOTIPAxRkwB2H2w="https://simbli.eboardsolutions.com/SU/Z6aYT91LOTIPAxRkwB2H2w="https://simbli.eboardsolutions.com/SU/Z6aYT91LOTIPAxRkwB2H2w="https://simbli.eboardsolutions.com/SU/Z6aYT91LOTIPAxRkwB2H2w="https://simbli.eboardsolutions.com/SU/Z6aYT91LOTIPAxRkwB2H2w="https://simbli.eboardsolutions.com/SU/Z6aYT91LOTIPAxRkwB2H2w="https://simbli.eboardsolutions.com/SU/Z6aYT91LOTIPAxRkwB2H2w="https://simbli.eboardsolutions.com/SU/Z6aYT91LOTIPAxRkwB2U/Z6aYT91LOTIPAxRkwB2U/Z6aYT91LOTIPAxRkwB2U/Z6aYT91</td'>
3541.2	Transportation For Students With Disabilities - https://simbli.eboardsolutions.com/SU/pbc8OJgHGJJ35xHdvhkQMw==
3551	Food Service Operations/Cafeteria Fund - https://simbli.eboardsolutions.com/SU/plusmLZdN3FwDWlkrV6jjWcpg==
3551	Food Service Operations/Cafeteria Fund - https://simbli.eboardsolutions.com/SU/zymak0Kw2bKoh2slshGUmUQYw==
3552	Summer Meal Program - https://simbli.eboardsolutions.com/SU/qXU31KVia67rX2AyvqL4vg==
3552	Summer Meal Program - https://simbli.eboardsolutions.com/SU/f0GKJv1Wp4gplusKA4UuQNqmA==
3553	Free And Reduced Price Meals - https://simbli.eboardsolutions.com/SU/plusbByFMNyVZYoMO5gslsh9Jwnw==
3553	Free And Reduced Price Meals - https://simbli.eboardsolutions.com/SU/Wnpizs8M31pHALyDeSrlhw==

3555	Nutrition Program Compliance - https://simbli.eboardsolutions.com/SU/P2EODRudVkxRVEVJPlgNlw==
3600	Consultants - https://simbli.eboardsolutions.com/SU/XEr3wplus2slshslslshJLW2hLrgigQ==
4030	Nondiscrimination In Employment - https://simbli.eboardsolutions.com/SU/ebWWdPwh5J1NQRaLtIZSiw==
4030	Nondiscrimination In Employment - https://simbli.eboardsolutions.com/SU/2jLwILtWhSWSIILUVNMwxw==
4032	Reasonable Accommodation - https://simbli.eboardsolutions.com/SU/kHBJ7slshNsplusQDazXSC60aZFA==
4033	Lactation Accommodation - https://simbli.eboardsolutions.com/SU/pVgRi4tGtbuMv2plus07Bplus6CQ==
4040	Employee Use Of Technology - https://simbli.eboardsolutions.com/SU/bBdmRVkUslshplXF7uE2U87sQ==
4111	Recruitment And Selection - https://simbli.eboardsolutions.com/SU/R5fXUwEEBWtcEstfPCFdmA==
4111	Recruitment And Selection - https://simbli.eboardsolutions.com/SU/fK5mXFoNdlWL6Gplusngull3A==
4111.2	Legal Status Requirement - https://simbli.eboardsolutions.com/SU/pL4fJ2j8klX3TFBKNQKn9A==
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4119.11	Sexual Harassment - https://simbli.eboardsolutions.com/SU/S2TLS163KpEK0J6Szp5Oqw==
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4119.21	Professional Standards - https://simbli.eboardsolutions.com/SU/5JaQGow8UduNSLNulpeMYg==
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4119.21-E PDF(1)	Professional Standards - https://simbli.eboardsolutions.com/SU/jAzS0y2hlOI2mesLbfo68w==
4119.22	Dress And Grooming - https://simbli.eboardsolutions.com/SU/VNxsqcfxwPqs8elrOeAo7g==
4131	Staff Development - https://simbli.eboardsolutions.com/SU/0qew73bE96e5INzpj4EXLA==
4131	Staff Development - https://simbli.eboardsolutions.com/SU/cZ6kVCZ4PEF7olf3u7PvDw==
4144	Complaints - https://simbli.eboardsolutions.com/SU/uXT764SiCQIC0oJrlAqaFw==
4144	Complaints - https://simbli.eboardsolutions.com/SU/whdu7lG8Rz9SklcKEMyD1g==
4161.8	Family Care And Medical Leave - https://simbli.eboardsolutions.com/SU/slsh1m3CV099ZKk0Uh0PT6bug==
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4161.8-E PDF(1)	Family Care And Medical Leave - https://simbli.eboardsolutions.com/SU/QX4UQxwRnXTsteS7o00VvA==
4211	Recruitment And Selection - https://simbli.eboardsolutions.com/SU/ZeRvAffQfmfn5HG5hoOWCw==

4211	Recruitment And Selection - https://simbli.eboardsolutions.com/SU/q6togcelQplusUtSK5gzUjbQA==
4211.2	Legal Status Requirement - https://simbli.eboardsolutions.com/SU/kfcE5victOsPQXqwvJOGjQ==
4211.2	Legal Status Requirement - https://simbli.eboardsolutions.com/SU/4yDwSUTslshaFfztHl190Axpw==
4212.9	Employee Notifications - https://simbli.eboardsolutions.com/SU/uGYLxWUlpM9cAzap3OcNZg==
4212.9-E PDF(1)	Employee Notifications - Signed Statements - https://simbli.eboardsolutions.com/SU/cs74WG4yevytUeplusvyXhNKg==
4219.11	Sexual Harassment - https://simbli.eboardsolutions.com/SU/fUUWXmN9uKSikwNu17uUplusA==
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4219.11-E PDF(1)	Sexual Harassment - Intervention For Underperforming Schools - https://simbli.eboardsolutions.com/SU/m8keauCVeUtcGp1CRX4QHg==
4219.21	Professional Standards - https://simbli.eboardsolutions.com/SU/9jW1E9L2DrnplusLDlvRIHYvw==
4219.21	Professional Standards - https://simbli.eboardsolutions.com/SU/Hcsj0GAKxnKplusGNYXwEst4A==
4219.21-E PDF(1)	Professional Standards - https://simbli.eboardsolutions.com/SU/KRdiDJxTpHSslshsslshKln7ejfg==
4219.22	Dress And Grooming - https://simbli.eboardsolutions.com/SU/SImEuhpRvFeOooMhN1BVzw==
4244	Complaints - https://simbli.eboardsolutions.com/SU/X89YslshxuhxkMIEq0X94oH7A==
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4261.8	Family Care And Medical Leave - https://simbli.eboardsolutions.com/SU/omtbvyzplusyjxJMXjvYMDkeg==
4261.8	Family Care And Medical Leave - https://simbli.eboardsolutions.com/SU/nNgHr5Fzwx6ooVtQNxwj5A==
4261.8-E PDF(1)	Family Care And Medical Leave - https://simbli.eboardsolutions.com/SU/YALG6mC0sOj43HG9yWqJ6Q==
4311	Recruitment And Selection - https://simbli.eboardsolutions.com/SU/qaRVUdMH8XXWsgVpgtElrw==
4311.2	Legal Status Requirement - https://simbli.eboardsolutions.com/SU/CRnWNplusKANNtOrvcxnDZs7A==
4311.2	Legal Status Requirement - https://simbli.eboardsolutions.com/SU/ZFcgpcBdPJ5L9mjGKBGsplusQ==
4312.9	Employee Notifications - https://simbli.eboardsolutions.com/SU/wut3jlefReplusjWIJ3knKRvg==
4312.9-E PDF(1)	Employee Notifications - Signed Statements - https://simbli.eboardsolutions.com/SU/slshDslsheqGxkx3XyWK99NAnl3w==
4319.11	Sexual Harassment - https://simbli.eboardsolutions.com/SU/56DG3ZYMtWeV6318daRHQg==
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4319.21	Professional Standards - https://simbli.eboardsolutions.com/SU/jKMni3UAzXzXnNpiS5VLBw==

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4319.21-E PDF(1)	Professional Standards - https://simbli.eboardsolutions.com/SU/N4plus3hVMP4yxlf6z1PrauCQ==
4319.22	Dress And Grooming - https://simbli.eboardsolutions.com/SU/3u4ujlgbJEBUNEy1OhhnUA==
4331	Staff Development - https://simbli.eboardsolutions.com/SU/SoVi42Q6j3YjSR8x2zaUCw==
4344	Complaints - https://simbli.eboardsolutions.com/SU/ImplusYNHplusUFxrZvy5RPYMp9A==
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4361.8-E PDF(1)	Family Care And Medical Leave - https://simbli.eboardsolutions.com/SU/LoBLI8yxYoRsQO3GdPNVig==
5113.1	Chronic Absence And Truancy - https://simbli.eboardsolutions.com/SU/IFhFj5bCPUgjp36mWhmQXQ==
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5126	Awards For Achievement - https://simbli.eboardsolutions.com/SU/x1pkPEebSQ1jOOEKrQErrw==
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5131.2	Bullying - https://simbli.eboardsolutions.com/SU/t6UJPWZcI9j16GkrhgocBw==
5131.2	Bullying - https://simbli.eboardsolutions.com/SU/02M8qOlvppl7Qf6LgrR9Yw==
5141.22	Infectious Diseases - https://simbli.eboardsolutions.com/SU/f69jPFDQTj00plus4sB43plusdVA==
5141.22	Infectious Diseases - https://simbli.eboardsolutions.com/SU/vdKRiOr0k5KMLncoxmGvZw==
5145.12	Search And Seizure - https://simbli.eboardsolutions.com/SU/yrDrWpyIUQILBvIEEsbiNg==
5145.12	Search And Seizure - https://simbli.eboardsolutions.com/SU/MuS33Q0OdL5m5c2NLOUJjw==
5145.13	Response To Immigration Enforcement - https://simbli.eboardsolutions.com/SU/8zzvEFtsLyVFCOdbRwMu8w==
5145.13	Response To Immigration Enforcement - https://simbli.eboardsolutions.com/SU/EF9uLCB2YcZrZt2raABEyQ==
5145.3	Nondiscrimination/Harassment - https://simbli.eboardsolutions.com/SU/jOuQiEoPeWRcOneUezDbtA==
5145.3	Nondiscrimination/Harassment - https://simbli.eboardsolutions.com/SU/mOGznqpHooAhlBfhslshLt4nQ==
5145.6	Parent/Guardian Notifications - https://simbli.eboardsolutions.com/SU/hoo6AKGwFaplus3wTdOwHofEg==
5145.6-E PDF(1)	Parent/Guardian Notifications - https://simbli.eboardsolutions.com/SU/PojSqaUxP8KuRF6DgsHfCw==
5145.7	Sexual Harassment - https://simbli.eboardsolutions.com/SU/Slavsv1MgLpFMZlb3ftSQQ==

5145.7	Sexual Harassment - https://simbli.eboardsolutions.com/SU/Fk2tOePr3MDUELGgVLJ3vw==
5145.9	Hate-Motivated Behavior - https://simbli.eboardsolutions.com/SU/dCY6ce7ib4FFy74NIXFoSQ==
5146	Married/Pregnant/Parenting Students - https://simbli.eboardsolutions.com/SU/UNxEGip6slshsZyF14gSK55jw==
5148.2	Before/After School Programs - https://simbli.eboardsolutions.com/SU/LWNjLxoGpuV24cep9sq52A==
5148.2	Before/After School Programs - https://simbli.eboardsolutions.com/SU/XK7ULxzBitFlz53RVCqBwA==
6000	Concepts And Roles - https://simbli.eboardsolutions.com/SU/SSeZfz58GWe4alhkvEHcQg==
6020	Parent Involvement - https://simbli.eboardsolutions.com/SU/zplusmrXV53A8GsPT0LODrMog==
6020	Parent Involvement - https://simbli.eboardsolutions.com/SU/Iy1jAUD6bNY0pjowWk1XBg==
6141	Curriculum Development And Evaluation - https://simbli.eboardsolutions.com/SU/8fdfLX6gLvibq8SS8RKmlw==
6141	Curriculum Development And Evaluation - https://simbli.eboardsolutions.com/SU/SgfAQLapArcBivEZdJhQDg==
6141.2	Recognition Of Religious Beliefs And Customs - https://simbli.eboardsolutions.com/SU/tcZ9QoslshJkf91snF7Orislsh6Q==
6141.2	Recognition Of Religious Beliefs And Customs - https://simbli.eboardsolutions.com/SU/vi5U4lz6qs4g05g7DYjtpw==
6142.1	Sexual Health And HIV/AIDS Prevention Instruction - https://simbli.eboardsolutions.com/SU/DhReozeCYEt4C4P9IdjWIQ==
6142.1	Sexual Health And HIV/AIDS Prevention Instruction - https://simbli.eboardsolutions.com/SU/uwrBDQu5jb9eTcHE4ISmplusg==
6142.3	Civic Education - https://simbli.eboardsolutions.com/SU/uTsV4TvYYeDzalEZ2JnslshslshQ==
6142.7	Physical Education And Activity - https://simbli.eboardsolutions.com/SU/2LGNnkTkHWplusOIDAsqrivvg==
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6144	Controversial Issues - https://simbli.eboardsolutions.com/SU/ZWceoitzTsYDm69ZByi10Q==
6145	Extracurricular And Cocurricular Activities - https://simbli.eboardsolutions.com/SU/LA7eztYXmyITMCGYRbOddA==
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6145.2	Athletic Competition - https://simbli.eboardsolutions.com/SU/HplusZaiTUvMZn2QfcpcB5kaw==
6145.2	Athletic Competition - https://simbli.eboardsolutions.com/SU/ofqvzbGtBxHgEq4we34plusKw==
6158	Independent Study - https://simbli.eboardsolutions.com/SU/bnvMbLAKKcr1DrCykDlslshog==
6158	Independent Study - https://simbli.eboardsolutions.com/SU/X6AZ8wlplusfDDaOBq51CmdfA==
6161.1	Selection And Evaluation Of Instructional Materials - https://simbli.eboardsolutions.com/SU/TYKelzMENplusbRWTnTnl34pQ==

6161.1	Selection And Evaluation Of Instructional Materials - https://simbli.eboardsolutions.com/SU/io0nwRGKvFh6BZz3Olb78A==
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6162.5	Student Assessment - https://simbli.eboardsolutions.com/SU/7tvertLDH2r97OCFrXXqGA==
6163.2	Animals At School - https://simbli.eboardsolutions.com/SU/pKRDCvzO5qKdjuEg6ACplus5w==
6163.2	Animals At School - https://simbli.eboardsolutions.com/SU/ni1BOnfqGimiGAMaYV95fQ==
6164.2	Guidance/Counseling Services - https://simbli.eboardsolutions.com/SU/K62slsh56kjXhFsLhtPBGY0Jw==
6164.6	Identification And Education Under Section 504 - https://simbli.eboardsolutions.com/SU/MMbOiALXg6zbz8iatyWdUQ==
6164.6	Identification And Education Under Section 504 - https://simbli.eboardsolutions.com/SU/dp45O0cnYxL2osth7IJWWQ==
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6172	Gifted And Talented Student Program - https://simbli.eboardsolutions.com/SU/nX7plusplusslsh6BJfsjZhiyvOna7g==
6173	Education For Homeless Children - https://simbli.eboardsolutions.com/SU/9eYwXeTnvbH35slshxZhcPToQ==
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6173-E PDF(1)	Education For Homeless Children - https://simbli.eboardsolutions.com/SU/rCB9K7X5PuMAoj6GRgGoVQ==
6173.1	Education For Foster Youth - https://simbli.eboardsolutions.com/SU/ZUuMvvzQx6uHBslshkJvS03yw==
6173.1	Education For Foster Youth - https://simbli.eboardsolutions.com/SU/sQxUX2VwYkwRhzscBt2UjQ==
6175	Migrant Education Program - https://simbli.eboardsolutions.com/SU/SB4tBsxjpf4Dm1U3xW6BFg==
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6181	Alternative Schools/Programs Of Choice - https://simbli.eboardsolutions.com/SU/btjTAAttoXFfyBslshDclglyA==
6181	Alternative Schools/Programs Of Choice - https://simbli.eboardsolutions.com/SU/f6FHrNeN909rMkgMtKtWslshw==
7110	Facilities Master Plan - https://simbli.eboardsolutions.com/SU/DZ3NPaKplus3MpZkFRYBZTg7w==
7111	Evaluating Existing Buildings - https://simbli.eboardsolutions.com/SU/XgaQNx6NttBFYxrncv0Dmg==
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9220	Governing Board Elections - https://simbli.eboardsolutions.com/SU/AWdtRXYEDYiheznslshxw6Vlw==
9320	Meetings And Notices - https://simbli.eboardsolutions.com/SU/CsB8AoAc1T63PN1OpxXWYw==
9322	Agenda/Meeting Materials - https://simbli.eboardsolutions.com/SU/rA01rpluszDWSXcikblHoVFng==