
CLOVIS UNIFIED SCHOOL DISTRICT

STUDENTS

Rights and Responsibilities

NONDISCRIMINATION/HARASSMENT

The Superintendent or designee will:

1. assure that Board Policy No. 5145.3 and this administrative regulation is communicated to the school community;
2. direct the implementation of a staff development program that reaches all employees with in-service training about cultural diversity;
3. embed into the regular review of curriculum and instruction consideration for the cultural diversity of our society; and
4. maintain a yearly log of reported incidents regarding discrimination and the administrative action taken. The principal or department head will initiate the report form with a copy sent to the office of the Associate Superintendent of Human Resources.

For purposes of this administrative regulation, discrimination is defined below.

A. Discrimination Defined

The District prohibits discrimination, intimidation, harassment (including sexual harassment) or bullying based on a person's actual or perceived ancestry, color, disability, gender, gender identify, gender expression, immigration status, nationality, race or ethnicity, religion, sex, sexual orientation, or association with a person or a group with one or more of these actual or perceived characteristics. Discrimination is also prohibited on other basis protected by federal, state, or local law, ordinance, or regulation. The above prohibition applies to all acts related to school activity or school attendance within a school under the jurisdiction of the District.

Discrimination consists of verbal or physical conduct relating to any of the grounds or actual or perceived characteristics identified in Education Code section 220 and Penal Code section 422.55, or any other bases prohibited by law, or the association with a person or group with one or more of these actual or perceived characteristics.

Examples of such conduct include, but are not limited to:

- Graffiti containing racially offensive language.
- Name calling, offensive jokes or rumors.
- Offensive notes or cartoons.
- Racial slurs, negative stereotypes, and hostile acts which are based upon another's race or color.

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- Written or graphic material containing comments or stereotypes which is posted or circulated, and which is aimed at degrading individuals based on race, color, national origin, or sexual orientation.

B. Compliance Officer

The District designates the individual identified below as the employee responsible for coordinating the District's efforts to comply with applicable state and federal civil rights laws and to answer inquiries regarding the District's nondiscrimination policies. The individual shall also serve as the compliance officer specified in Administrative Regulation No. 1312.3 - Uniform Complaint Procedures as the responsible employee to handle complaints alleging unlawful discrimination as defined above. The compliance officer may be contacted at: (Education Code 234.1; 5 CCR 4621)

Associate Superintendent of School Leadership
Clovis Unified School District
1450 Herndon Avenue Clovis, CA 93611
(559) 327-9000

C. Reporting and Complaint Procedures

1. Student Reports

Any student who believes he or she has been the victim of discrimination under Board Policy 5145.3 and this administrative regulation related to a school activity or school attendance is encouraged to immediately report the incident to the school site principal, department head or Student Relations Liaison who shall work to resolve the issue through a consultation process at the site level. If an informal resolution of the complaint cannot be achieved within thirty (30) calendar days of the contact by the student, the student shall be informed of the right to file a complaint under the Uniform Complaint Procedure outlined in Board Policy and Administrative Regulation No. 9208 and be provided with a copy of that Policy and Administrative Regulation. Information about the complaint procedure and a copy of Board Policy and Administrative Regulation No. 9208 may be obtained from the principal, department head or the Student Relations Liaison.

2. School Official Reports

Any teacher, administrator, or other school official who has received notice that a student has or may have been the victim of discrimination under Board Policy No. 5145.3 and this administrative regulation is required to immediately report the alleged discrimination to the school site principal or designee or to the school site Student Relations Liaison.

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An annual report shall be made in August to the Intercultural Advisory Committee and the Board, providing data about the educational programs of the District related to the implementation of Board Policy No. 5145.3 and this administrative regulation.

3. Complaint Procedures

Any complaint relating to Board Policy No. 5145.3 and this administrative regulation should follow the procedures listed in Board Policy and Administrative Regulation No. 1312.3 (Uniform Complaint Procedures).

D. Disciplinary Action

Disciplinary action taken against any student found in violation of Board Policy No. 5145.3 shall be applied pursuant to the Education Code, including section 48900 (Grounds for Suspension or Expulsion) and section 48900.5 (Suspension). See Board Policy and Administrative Regulation No. 5144 – Student Discipline/Corporal Punishment. This includes certain acts of a serious nature, i.e., those involving physical injury, weapons, or incidents related to robbery or extortion.

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04/07/2022

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