



## **Board Policy: Non-Discrimination/Harassment Policy**

The Wonderful College Prep Academy ("WCPA") Board of Directors (the "Board") desires to provide a safe school environment that allows all students equal access and opportunities in WCPA's academic, extracurricular, and other educational support programs, services, and activities. The Board prohibits, at any WCPA school or school activity, unlawful discrimination, including discriminatory harassment, intimidation, and bullying, targeted at any student by anyone, based on the student's actual or perceived race, color, ancestry, nationality, national origin, immigration status, ethnic group identification, ethnicity, age, religion, marital status, pregnancy, parental status, physical or mental disability, sex, sexual orientation, gender, gender identity, gender expression, or genetic information, or association with a person or group with one or more of these actual or perceived characteristics.

### **Application of Policy**

This policy shall apply to all acts constituting unlawful discrimination or harassment related to school activity or to school attendance occurring within WCPA or a WCPA school, and to acts which occur off campus or outside of school-related or school-sponsored activities but which may have an impact or create a hostile environment at school. This policy shall also apply to all acts of the Board and WCPA's Superintendent in enacting policies and procedures that govern WCPA.

### **Unlawful Discrimination**

Unlawful discrimination, including discriminatory harassment, intimidation, or bullying, may result from physical, verbal, nonverbal, or written conduct based on any of the categories listed above. Unlawful discrimination also includes the creation of a hostile environment through prohibited conduct that is so severe, persistent, or pervasive that it affects a student's ability to participate in or benefit from an educational program or activity; creates an intimidating, threatening, hostile, or offensive educational environment; has the effect of substantially or unreasonably interfering with a student's academic performance; or otherwise adversely affects a student's educational opportunities.

Unlawful discrimination also includes disparate treatment of students based on one of the categories above with respect to the provision of opportunities to participate in school programs or activities or the provision or receipt of educational benefits or services.

### **No Retaliation**

The Board also prohibits any form of retaliation against any individual who reports or participates in the reporting of unlawful discrimination, files or participates in the filing of

a complaint, or investigates or participates in the investigation of a complaint or report alleging unlawful discrimination. Retaliation complaints shall be investigated and resolved in the same manner as a discrimination complaint.

### **Public Access to Information**

The Superintendent or designee shall facilitate students' access to the educational program by publicizing WCPA's nondiscrimination policy and related complaint procedures to students, parents/guardians, and employees. In addition, the Superintendent or designee shall post WCPA's policies prohibiting discrimination, harassment, intimidation, and bullying and other required information on the WCPA website in a manner that is easily accessible to parents/guardians and students, in accordance with law and WCPA policies.

### **Training/Updated Information**

The Superintendent or designee shall provide training and/or information on the scope and use of the policy and complaint procedures and take other measures designed to increase the school community's understanding of the requirements of law related to discrimination. The Superintendent or designee shall regularly review the implementation of WCPA's nondiscrimination policies and practices and, as necessary, shall take action to remove any identified barrier to student access to or participation in WCPA's educational program. The Superintendent shall report the findings and recommendations to the Board after each review.

### **Investigation of Complaints**

Regardless of whether a complainant complies with the writing, timeline, and/or other formal filing requirements, all complaints alleging unlawful discrimination, including discriminatory harassment, intimidation, or bullying, shall be investigated and prompt action shall be taken to stop the discrimination, prevent recurrence, and address any continuing effect on students.

If school personnel witness an act of discrimination, harassment, intimidation, or bullying, they must take immediate steps to intervene when safe to do so

### **Discipline**

Students who engage in unlawful discrimination, including discriminatory harassment, intimidation, retaliation, or bullying, in violation of law or Board policy shall be subject to appropriate consequence or discipline, which may include suspension or expulsion when the behavior is severe or pervasive as defined in Education Code 48900.4. Any employee who permits or engages in prohibited discrimination, including discriminatory harassment, intimidation, retaliation, or bullying, shall be subject to disciplinary action, up to and including dismissal.

## **Record-Keeping**

The Superintendent or designee shall maintain a record of all reported cases of unlawful discrimination, including discriminatory harassment, intimidation, or bullying, to enable the district to monitor, address, and prevent repetitive prohibited behavior in WCPA schools.

## **Process for Reporting Harassment and Discrimination**

Any student who feels that he/she has been subjected to unlawful discrimination described above or in WCPA policy is strongly encouraged to immediately contact WCPA's Compliance Officer, Superintendent, principal or any other staff member. In addition, any student who observes any such incident is strongly encouraged to report the incident to the Compliance Officer, Superintendent, or principal, whether or not the alleged victim files a complaint.

### **WCPA's Compliance Officer is:**

Jorge A. Aguilar, Superintendent

Wonderful College Prep Academy, Main Office

2070 Veneto Street, Delano, CA 93215

[\(661\) 721-2887](tel:(661)721-2887)

[Jorge.Aguilar@wonderfulcollegeprep.org](mailto:Jorge.Aguilar@wonderfulcollegeprep.org)

### **WCPA's Title IX Coordinator is:**

Lupe Sanchez, Executive Director of Partnerships & Programming Wonderful College Prep Academy, Main Office

2070 Veneto Street, Delano, CA 93215

[\(661\) 721-2887](tel:(661)721-2887)

[Lupe.Sanchez@wonderfulcollegeprep.org](mailto:Lupe.Sanchez@wonderfulcollegeprep.org)

Upon receipt of any complaint alleging unlawful discrimination, including discriminatory harassment, intimidation, retaliation, or bullying, WCPA shall investigate and respond to such complaint in accordance with WCPA's Uniform Complaint Procedure and/or

WCPA's Title IX Policy. A copy of the applicable complaint procedures and forms are available on WCPA's website or in the administration office.