

**NONDISCRIMINATION**

No person shall be excluded from participation in or denied the benefits of any County Office program or activity on the basis of or the perception of sex, sexual orientation, gender, ethnic-group identification, race, ancestry, national origin, religion, color, or mental or physical disability in any program or activity conducted by the County Office including counseling and guidance activities.

All programs and activities of the County Office shall be available to all qualified persons without regard to sex, sexual orientation, gender, ethnic-group identification, race, ancestry, national origin, religion, color, or mental or physical disability. However, this policy shall not be interpreted to prohibit bona fide academic requirements for participation in a specific educational program, course, or activity.

School staff and volunteers must be especially careful to guard against inadvertent or unconscious discrimination and stereotyping in instruction, guidance and supervision.

*Legal Reference:*

EDUCATION CODE

40 Prohibited sex discrimination

41 School-sponsored athletic programs; prohibited sex discrimination

200-262 Prohibition of discrimination on the basis of sex

49020-49023 Athletic programs

51006-51007 Equitable access to technological education programs

51500 Prohibited instruction or activity

51501 Prohibited means of instruction

60044 Prohibited instructional materials

TITLE V, CALIFORNIA ADMINISTRATIVE REGULATIONS

4900 et seq. Non-discrimination in elementary and secondary educational programs receiving state and federal financial assistance

TITLE IX, EDUCATION AMENDMENTS OF 1972

BRENDEN V. INDEPENDENT SCHOOL DISTRICT

(Minnesota), U.S. Circuit Court Appeals, Eighth Circuit, 742.41 Law Week 1170

RITACCO V. NORWIN SCHOOL DISTRICT ET AL

U.S. District Court, W.D. Pennsylvania, 361 F. Supp. 930 (1973)

GILPEN V. KANSAS STATE HIGH SCHOOL ACTIVITIES ASSOCIATION INC., 377 F. Supp. 1233 (1974)

PENAL CODE

422.6 Hate crimes