

# NONDISCRIMINATION POLICY

*Fife School District has adopted policies 3205, 3210, 5010, 5011, and 6590 to provide a healthy environment free from discrimination and harassment. (Copies may be obtained at the main office.)*

It is the intention of the Fife School Board that employees and students will deal with all persons in ways that convey respect and consideration for all individuals.

This is true regardless of race, religion, creed, color, national origin, age, honorably-discharged veteran or military status, sex, sexual orientation, gender expression or identity, marital status, the presence of any sensory, mental or physical disability, or the use of a trained dog guide or service animal by a person with a disability. The 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.

Fife School District is **an Equal Opportunity Employer**, and shall not discriminate on the basis of race, creed, religion, color, national origin, age, honorably-discharged veteran or military status, sex, sexual orientation including gender expression or identity, marital status, the presence of any sensory, mental, or physical disability, or the use of a trained dog guide or service animal by a person with a disability as defined by applicable state and/or federal regulations or statutes. This holds true for all students who are interested in participating in educational programs and/or extra curricular school activities. Inquiries regarding compliance and/or grievance procedures may be directed to the school district's Title IX/RCW 28A.640 compliance officer and/or Section 504/ADA coordinator.

Fife School District is a **Drug Free Workplace**. Smoking is prohibited anywhere on district property, including all district vehicles. (Policies 5201 and 4215)

Fife School District's **Employee Assistance Program** is provided by First Choice Health 1-800-777-4114.

Fife School District **Title IX/Chapter 28A.640 RCW Officer** and **Title VII Officers** is Ben Ramirez, Assistant Superintendent, 5802 20 Street East, Tacoma WA 98424 (253-517-1000) and the **Section 504/ADA coordinator** is Nancy Fitta, 5802 20 Street East, Tacoma WA 98424 (253-517-1000). Employees, potential employees, students, and citizens needing to file a complaint with regard to any of the above public protections should contact the district compliance officer and/or refer to district policy.