

The Governing Board is committed to providing equal opportunity for all individuals in ROP programs and activities. ROP 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 status, pregnancy, parental status, physical or mental disability, sex, sexual orientation, gender, gender identity, gender expression, or genetic information; a 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.

All individuals shall be treated equitably in the receipt of ROP services. Resources and data collected by the ROP shall not be used, directly or by others, to compile a list, registry, or database of individuals based on race, gender, sexual orientation, religion, ethnicity, national origin, immigration status, or any other category identified above.

ROP programs and activities shall be free of any racially derogatory or discriminatory names, mascots, or nicknames.

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

All allegations of unlawful discrimination in ROP 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 and 34 CFR 106.9, the Superintendent or designee shall notify students, parents/guardians, employees, applicants for admission and employment, and sources of referral for applicants about the ROP's policy on nondiscrimination and related complaint procedures. Such notification shall be included in the annual parental notification distributed pursuant to Education Code 48980 and, as applicable, in announcements, bulletins, catalogs, handbooks, application forms, or other materials distributed by the ROP. The notification shall also be posted on the ROP's website and social media and in ROP schools and offices, including staff lounges, student government meeting rooms, and other prominent locations as appropriate.

Access for Individuals with Disabilities

ROP 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 ROP 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 ROP identifies resources to provide 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 ROP websites, notetakers, written materials, taped text, and Braille or large-print materials. Individuals with disabilities shall notify the Superintendent or designee if they have a disability that requires special assistance or services. Reasonable notification should be given prior to a school-sponsored function, program, or meeting.

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

Assistant Superintendent, Educational Services or designee

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