



Equity Assurance Report

2019-2020

School Board – December 18, 2019

Equity Assurance Compliance

- Title IX & Civil Rights Compliance Coordinator
 - Bill Nutting, Assistant Superintendent
- Section 504 Compliance Coordinator
 - Clint Carlton, Director of Special & Support Services

Your company name



MOUNT VERNON
SCHOOL DISTRICT

Consolidated Program Review



- Consolidated Program Review (CPR) conducted by OSPI in 2018-19
- Action plans developed to address areas to meet Civil Rights compliance
 - revise nondiscrimination statement, sexual harassment procedures for students and employees
 - civil rights compliance training and
 - implementation of the new Section 504 policy.

Your company name

Compliance Coordinator & Staff Training

- Safe School trainings for all staff
- New staff orientation
- Dignity in the Workplace annual training and brochure
- Nondiscrimination in Schools annual training
- 2018-2023 Affirmative Action plan

- Race & color
- National origin
- Religion & creed
- Sex
- Sexual orientation
- Gender identity & gender expression
- Disability and use of a trained dog guide or service animal
- Honorably discharged veteran or military status

TRAINING is provided to all administrators and certificated and classified staff to raise awareness of and eliminate bias based on all **PROTECTED CLASSES**.

Nondiscrimination Statement

The nondiscrimination statement, [revised and adopted in 2019](#), is posted on the district website, vacancy announcements, application materials and all district and school publications.

The Mount Vernon School District does not discriminate in employment, programs, or activities on the basis of age, race, color, national origin, creed, religion, sex, sexual orientation, gender expression, gender identity, honorably discharged veteran or military status, or the presence of any sensory, mental or physical disability or use of a trained guide dog or service animal by a person with a disability and provides equal access to the Boy Scouts and other designated youth groups.

Inquiries regarding compliance and/or grievance procedures may be directed to the District's Title IX/Civil Rights Compliance Coordinator, Bill Nutting, Assistant Superintendent, 124 E. Lawrence Street, Mount Vernon, WA 98273 (360) 428-6110; Section 504/ADA Coordinator, Clint Carlton, Director of Special and Support Services, 920 S. Second Street, Mount Vernon, WA 98273, (360) 428-6141.

Discrimination Complaint Procedures

- School Board Policy and Procedures consistent with state law were **updated in Spring 2019**
- Nondiscrimination in Schools Annual Training for all staff **implemented Fall 2019**
- Links to policy/procedures, OSPI complaint procedures and SafeSchools Alert! notifications **located on all district/school websites**

POLICY NO. 3210
September 2000 - Students
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04/2019

Mount Vernon School District No. 320

NONDISCRIMINATION

The district shall provide equal educational opportunity and treatment for all students in all aspects of the academic and activities program without regard to age, race, ethnicity, national origin, creed, religion, sex, sexual orientation, gender expression or identity.

Your company name

Mount Vernon School District No. 320

Nondiscrimination
in Schools



Compliance

Sexual Harassment

- School Board Policy 3206 Sexual Harassment of Students Prohibited revised/approved April 2019
- School Board Policy 5011 Sexual Harassment of Staff Prohibited revised/approved April 2019
- Revised information is posted in each school building in a location visible to students and staff as well as parent/student handbooks and new employee packets
- Dedicated [MVSD Equity & Nondiscrimination webpage](#) on district website
- [Internal district staff training website](#) created with links to training, information brochures and board policy

Compliance

Section 504

- School Board policy 2162 Education of Students with Disabilities Under 504 revised and adopted by School Board, June 2019
- The district identifies/evaluates students with disabilities under Section 504 and provides necessary accommodations, related aids and services for students to access and benefit from their education.

Your company name

Compliance

Language Access Services

- The district provides **qualified adult interpreters** to communicate with parents with limited English proficiency
 - Parent/teacher conferences
 - IEP meetings
 - Discipline meetings
 - Community meetings
 - School-specific parent meetings
- **Documents** such as enrollment forms, discipline notices and information about school programs are **translated for parents with limited English proficiency within the district.**

Compliance

English Language Development Services

- Students with limited English proficiency (English Learners) who need special language assistance are identified, assessed and provided English language development services.
- Staff are qualified and receive ongoing training in the English language development services
- The district evaluates the effectiveness of its English language development services to ensure students are making progress.

Compliance

Immigration Status

- The district does not inquire about students' or parents' U.S. citizenship status or immigration status for general school enrollment.
- The district does not request a student's birth certificate or social security number.
- Registration materials provided in English and Spanish; parent/guardian may provide a variety of documents to establish a student's age.

*Passport

*Birth certificate

*Religious, hospital or physician's certificate showing date of birth

*Adoption record

*Previously verified school records

*Parent affidavit

*Entry from family Bible

*Other documents permitted by law

Compliance

Equal Access to Courses and Programs

- Disaggregated course and program enrollment data is reviewed annually to identify potential disparities based on sex, race, ELL-status and disability.

Equity in Student Discipline

- Disaggregated student discipline data is reviewed annually to identify potential disparities based on sex, race, ELL-status and disability.

Your company name

Compliance

Gender Equity in Athletic Programs

- Conduct an annual evaluation to ensure the overall benefits and treatment of the boys' and girls' athletic programs is **comparable**.



Accommodation of interests

Coaching & tutoring

Equipment & supplies

Scheduling

Facilities

Medical services & training

Publicity & awards

Travel & per diem

Accommodation of interests

Coaching & tutoring

Equipment & supplies

Scheduling

Facilities

Medical services & training

Publicity & awards

Travel & per diem

Compliance

Gender Equity in Athletic Programs

- A student athletic interest survey is required at least every three (3) years—survey results are analyzed to identify the top requested sports and the top reasons for nonparticipation.
 - MVHS and Middle School surveys conducted in spring 2019
 - 63% completed the survey

