

Non-Discrimination, Harassment, Intimidation, and Bullying– Students

A. General Provisions

The Garden Grove Unified School District is committed to ensuring equal opportunities for all students in admissions and access to the district's educational programs, guidance and counseling programs, athletic programs, testing procedures, and other activities or acts related to school activities or school attendance within a school under the jurisdiction of the superintendent of the school district. District programs and activities shall be free from discrimination, including harassment, bullying, and intimidation, on the basis of actual or perceived disability, gender, gender identity, gender expression, nationality, race or ethnicity, religion, sexual orientation, sex, color, status of ancestry, immigration status, and association with a person or group with one or more of the aforementioned characteristics, or any other characteristic that is contained in the definition of hate crimes set forth in Section 422.55 of the Penal Code. Discrimination also is prohibited based on a person's association with a person or group with one or more of these actual or perceived characteristics.

The district shall adopt and publicize policies that prohibit discrimination, including harassment, bullying or intimidation, of any student by any employee, student, or other person in the district. Prohibited harassment includes physical, verbal, nonverbal, or written conduct based on one of the categories listed above that is so severe 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; substantially or unreasonably interferes with a student's academic performance; or otherwise adversely affects the student's educational opportunities. (c.f. Board Policy 5141, Bullying; Board Policy 5161, Harassment on the Basis of Sex – Students)

The district also prohibits retaliation against any individual who complains, testifies, assists, or in any way participates in the district's complaint procedures of discrimination, harassment, intimidation, or bullying instituted pursuant to this policy. Conduct that aids, abets, incites, compels, or coerces another to engage or attempt to engage in behavior that violates this policy also is prohibited.

Any student who violates this policy may be disciplined up to and including expulsion in accordance with law and Board policy. Any employee who violates this policy may be disciplined up to and including termination in accordance with law, Board policy, and applicable collective bargaining agreements.

The district shall educate students about the negative impact of bullying other students based on their actual or perceived immigration status or their religious beliefs or customs.

B. Coordinator for Non-Discrimination (Students)

The district has designated the following position as a coordinator for non-discrimination of students (“coordinator”) to handle complaints regarding discrimination and harassment and inquires regarding the district’s non-discrimination policies governing students:

Assistant Superintendent of K-12 Educational Services
10331 Stanford Avenue
Garden Grove, CA 92840
(714) 663-6143

C. Complaints

Any student who feels that he/she has been subjected to discrimination, including harassment, bullying, or intimidation, should immediately contact the district coordinator, the principal, or any other staff member. Any student or school employee who observes an incident of discrimination, including harassment, bullying, or intimidation, report the incident to the district coordinator or principal, whether or not the victim files a complaint.

Complaints alleging that a student has been discriminated against shall be filed, investigated, and resolved pursuant to Administrative Regulation 3119.1 – Uniform Complaint Procedure. The district shall inform students who are victims of hate crimes of their rights to report such crimes. The district shall notify parents and guardians of their children’s right to a free public education, regardless of immigration status or religious beliefs. This information shall include information related to the "Know Your Rights" immigration enforcement established by the Attorney General. The District shall ensure that complaint procedures contain confidentiality safeguards for immigration status information. The District shall also prohibit retaliation against a person who submits a complaint of discrimination, harassment, intimidation, or bullying.

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Ref: EC Sections 200-262.4
Government Code Sections 11135, 12920-12996
Civil Code Section 51.7
Penal Code Section 422.55
California Code of Regulations, Title 2, Section 7287.6
California Code of Regulations, Title 5, Sections 4900-4965
United State Code, Title 20, Sections 1681-1688
United State Code, Title 29, Sections 621-634

Adopted: May 15, 2012
Revised: October 5, 2021