



LOS ANGELES UNIFIED SCHOOL DISTRICT POLICY BULLETIN

TITLE: Affirming the Obligation to Address
Discrimination/Harassment

NUMBER: REF-120309

ISSUER: Devora Navera Reed, General Counsel
Office of the General Counsel

DATE: January 3, 2022

ROUTING
All Employees
All Locations

PURPOSE: The Los Angeles Unified School District (District) is committed to providing a safe working and learning environment, free from discrimination, harassment, intimidation, abusive conduct, or bullying. Specifically, the District prohibits discrimination, harassment, intimidation, abusive conduct or bullying based on actual or perceived race or ethnicity, gender/sex (including gender identity, gender expression, pregnancy, childbirth, breastfeeding/lactation status and related medical conditions), sexual orientation, religion, color, national origin (including language use restrictions and possession of a driver's license issued under Vehicle Code), ancestry, immigration status, physical or mental disability (including clinical depression and bipolar disorder, HIV/AIDS, hepatitis, epilepsy, seizure disorder, diabetes, multiple sclerosis, and heart disease), medical condition (cancer related and genetic characteristics), military and veteran status, marital status, registered domestic partner status, age (40 and above), genetic information, political belief or affiliation (unless union related), a person's association with a person or group with one or more of these actual or perceived characteristics, or any other basis protected by federal, state or local law, ordinance, or regulation in any program or activity it conducts or to which it provides significant assistance.

As part of the District's commitment and the required annual review of nondiscrimination policies, all schools and offices are directed to affirm the rights of students, staff, and families and respond to and report acts of vandalism, bullying, harassment, or violence related to protected categories in schools and the workplace using District procedures.

MAJOR CHANGES: Not applicable.

BACKGROUND: The District issues nondiscrimination notices annually to remind stakeholders of the legal obligation prohibiting discrimination, harassment, intimidation, abusive conduct or bullying.

Further, the content of instructional materials used in California public schools



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**BACKGROUND
(cont.):**

must comply with California Education Code sections 60040-60045 and 60048 as well as the State Board of Education guidelines in the Standards for Evaluating Instructional Materials for Social Content to ensure that they portray accurately and equitably the cultural and racial diversity of American society. In addition, Education Code section 51500 states that “A teacher shall not give instruction and a school district shall not sponsor any activity that promotes a discriminatory bias on the basis of race or ethnicity, gender, religion, disability, nationality, or sexual orientation, or because of a characteristic listed in Section 220.”

Lastly, the Education Code requires local educational agencies to provide information on existing school site and community resources related to the support of particular pupils who may face bias or bullying on a protected basis.

PROCEDURES:

As part of the review of nondiscrimination policies and procedures, consistent with the District’s long-standing policies to enforce the respectful treatment of all persons, and in light of recently reported incidents that have occurred across the country, schools should consider the current needs of students and the school community in addressing these topics.

All schools and offices are directed to review provisions regarding discrimination and harassment on the basis of actual or perceived protected categories. Occasionally, the Board takes the action of spotlighting a specific group or issue through Board Resolutions. The resolutions are typically in response to a current event and intended to underscore the District’s commitment to proactively affirm the rights of protected groups, including students, staff, and families, and to respond to and report acts of bullying, harassment, or violence in schools and the workplace consistent with District policies and procedures. A partial list of Board Actions, Commemorative Events, and additional resources to address concerns of this nature, including but not limited to instances where members of the school community have been discriminated against, may be found in the Related Resources section.

AUTHORITY:

This is a policy of the Superintendent of Schools.

**RELATED
RESOURCES:**

Board Resolution, To Enforce the Respectful Treatment of All Persons, passed October 10, 1988.

Board Resolution, Development of Bullying Policy, passed November 27, 2001.

Board Resolution, Lesbian, Gay, Bisexual, and Transgender and Sexual Orientation Anti-Bullying, passed September 13, 2011.

Board Resolution, Increasing Equity for All of Our AANHPI AMEMSA Students



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and Employees, passed May 28, 2019.

Board Resolution, Affirming the Value of Jewish Students, Staff, and Families in the Los Angeles Unified School District and Addressing Anti-Semitism, passed July 13, 2021.

Strategic Priorities for Elevating and Advancing Black Student Success, passed February 9, 2021

[Parent Student Handbook](#), Issued annually by the Division of District Operations

[MEM-5818.9: Nondiscrimination Required Notices and Ordering of Student Brochures](#), Issued annually by the Office of the General Counsel

[BUL-2047.2: Hate-Motivated Incidents and Crimes – Response and Reporting](#), Issued by the Office of the General Counsel, September 4, 2018

[MEM-5466.11: Calendar of Commemorative Dates and Observances, School Year 2021-2022](#), Issued by Student Health and Human Services

[Celebrating Religious Diversity Resources](#)

[Lesbian Gay Bisexual Transgender Questioning \(LGBTQ\) Resources](#)

ASSISTANCE: For resources or additional information, please contact:

[Educational Equity Compliance Office](#) (student-related matters); (213) 241-7682;
EquityCompliance@lausd.net

[Equal Opportunity Section](#) (employee-related matters); (213) 241-7685;
EqualOpportunitySection@lausd.net

[Human Relations, Diversity and Equity](#); (213) 241-8719