

The Board of the Anaheim Union High School District prohibits unlawful discrimination against and/or harassment of district employees and job applicants on the basis of actual or perceived race, color, national origin, ancestry, religion, age, marital status, pregnancy, physical and mental disability, medical condition, veteran status, gender, sex, or sexual orientation at a district site and/or activity. The Board also prohibits retaliation against any district employee or job applicant who complains, testifies, or in any way participates in the district's complaint procedures instituted pursuant to this policy.

Any district employee who engages or participates in unlawful discriminating, or who aids, abets, incites, compels or coerces another to discriminate, is in violation of this policy and is subject to disciplinary action, up to and including dismissal.

Any district employee who observes or has knowledge of an incident of unlawful discrimination or harassment shall report as soon as possible after the incident. Failure of a district employee to report discriminating or harassment may result in disciplinary action.

The Superintendent or designee shall annually publicize, within the district and in the community, the district's nondiscrimination policy and availability of complaint procedures. Such publication shall be included in each announcement, bulletin or application form that is used in employee recruitment. The district's policy and administrator regulation shall be posted in all schools and offices including staff lounges and student government meeting rooms.

Legal References:

Legal Reference:

CIVIL CODE

[51.7](#) Freedom from violence or intimidation

GOVERNMENT CODE

[11135](#) Unlawful discrimination

[12900-12996](#) Fair Employment and Housing Act

PENAL CODE

[422.76](#) Definitions, hate crimes

CODE OF REGULATIONS, TITLE 2

[7287.6](#) Terms, conditions and privileges of employment

CODE OF REGULATIONS, TITLE 5

[4900-4965](#) Nondiscrimination in elementary and secondary education programs receiving state financial assistance

UNITED STATES CODE, TITLE 20

[1681-1688](#) Discrimination based on sex or blindness, Title IX

UNITED STATES CODE, TITLE 29

[794](#) Section 504 of the Rehabilitation Act of 1973

UNITED STATES CODE, TITLE 42

[2000d-2000d](#)-7 Title VI, Civil Rights Act of 1964

2000e-2000e-17 Title VII, Civil Rights Act of 1964 as amended

2000h-2-2000h-6 Title IX, 1972 Education Act Amendments

12101-12213 Americans with Disabilities Act

CODE OF FEDERAL REGULATIONS, TITLE 28

[35.101-35.190](#) Americans with Disabilities Act

CODE OF FEDERAL REGULATIONS, TITLE 34

[100.6](#) Compliance information

[104.8](#) Notice

[106.8](#) Designation of responsible employee and adoption of grievance procedures

[106.9](#) Dissemination of policy

Board of Trustees

July 8, 1976

Revised: November 13, 1986

Revised: September 7, 1989

Reviewed: March 8, 1990

Reviewed: May, 1993

Revised: October 4, 2001

Revised: May 6, 2004

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