



**WEST CONTRA COSTA  
UNIFIED SCHOOL DISTRICT  
OFFICE OF EDUCATIONAL EQUITY**

## Announcement of Non-Discrimination/Harassment

The West Contra Costa Unified School District Board of Education, hereinafter referred to as the Board is committed to equal opportunity for all individuals in education within a safe school environment that allows all students equal access and opportunities to all of the District's programs and activities, including academic programs, educational supports, services, and enrichment activities.

The Board is committed to providing a safe educational environment and positive school climate to all students. In the West Contra Costa Unified School District, all students have the right to be educated in a positive and safe environment that is free from discrimination, harassment, intimidation, and bullying.

The Board is committed to providing a safe school environment that allows all students equal access and opportunities in the district's academic and other educational support programs, services, and activities. The Board prohibits discrimination, intimidation, harassment (including sexual harassment), or bullying based on a person's actual or perceived age, ancestry, color, disability, ethnicity, gender, gender expression, gender identity, genetic information, immigration status, marital status, medical information, national origin, parental status, pregnancy status, race, religion, sex, sexual orientation, or association with a person or group with one or more of these actual or perceived characteristics. For questions or complaints, contact: Jose Espinoza, Director, Office of Educational Equity/Title IX Coordinator/Equity Compliance Officer, 1108 Bissell Ave Richmond, CA 94801, Tel: (510)231-1118, Email: [jespinoza2@wccusd.net](mailto:jespinoza2@wccusd.net).

The Board prohibits discrimination, harassment, intimidation, or bullying of any student by any employee, student, or other person in the district. Staff shall be alert and immediately responsive to conduct that interferes with a student's ability to participate in or benefit from school services, activities, or privileges.

Any student who feels they are being or have been discriminated against, harassed, intimidated, or bullied while on school grounds, while going to or coming from school, while at school activities on or off school grounds, while on district transportation, or while otherwise in a District program or activity is encouraged to immediately contact a teacher or any other employee. Any student who observes an incident of discrimination, harassment, intimidation, or bullying should report the incident to a school employee, whether or not the victim files a complaint.

An employee who receives such a complaint, otherwise becomes aware, or personally observes possible discrimination, harassment, intimidation, or bullying shall intervene when it is safe to do so and immediately report it to the District's Compliance Officer or the principal or vice principal of the relevant school site. Such reports will be processed in accordance with Administrative Regulation 5145.3.

### Non-Discrimination Policy Contacts

Title IX	Title II, Title IV, Title VI	Section 504
<u>Jose Espinoza</u> DIRECTOR	<u>Dr. Paul Mansingh</u> DIRECTOR	<u>Dr. DiShawn Givens</u> EXECUTIVE DIRECTOR AREA 1
Office of Educational Equity Title IX Coordinator Equity Compliance Officer	State & Federal Programs Curriculum & Instruction	<u>Jawan Eldridge</u> EXECUTIVE DIRECTOR AREA 2
1108 Bissell Avenue Richmond, CA 94801 Telephone: (510)231-1118	1400 Marina Way, South Richmond, CA 94804 Telephone: (510) 307-4505	<u>Jose De Leon</u> EXECUTIVE DIRECTOR AREA 3
		Educational Services 1108 Bissell Avenue Richmond, CA 94801 Telephone: (510) 231-1483

U.S. Department of Education Office for Civil Rights, San Francisco Office, 50 United Nations Plaza, Mail Box 1200, Room 1545, San Francisco, CA 94102, Telephone: 415-486-5555, FAX: 415-486-5570; TDD: 800-877-8339, Email: [ocr.sanfrancisco@ed.gov](mailto:ocr.sanfrancisco@ed.gov).

U.S. Department of Education Office for Civil Rights, Lyndon Baines Johnson Department of Education Bldg, 400 Maryland Avenue, SW Washington, DC 20202-1100, Telephone: 800-421-3481, FAX: 202-453-6012; TDD: 800-877-8339, Email: [OCR@ed.gov](mailto:OCR@ed.gov).