ADDENDA:

District Parent/Student Handbook
Student Course Catalog
Site Specific Handbook
Employee Handbook
District and School Website
Board Policy/Administrative Regulations

Date: May 28, 2019
To: Parents, Students and Staff
From: Christine Ibarra, Associate Superintendent
Re: Non-Discrimination Notice

Career Technical Education (CTE) Annual Notification
Names of Title II, Title V, Title IX and 504 Plan Contact Persons
Uniform Complaint Procedures
Response to Immigration Enforcement

This memorandum serves as a notification of changes to the Antioch Unified School District parent/student handbook, student course catalog, site handbooks, employee handbook, district website, and pending board policy. We would like to provide you with additional information related to the Non-Discrimination Notice, CTE Annual Notification, Names of Title II/Title V/Title IX/504 Plan Contact Persons, Dissemination of Grievance Policies and Procedures, and Attorney General’s Language on Immigration.

NON-DISCRIMINATION NOTICE

For the 2019 – 2020 school year, a non-discrimination notice page will be added to the district’s parent/guardian/student handbook, course catalog, site handbooks employee handbook, and district website. The non-discrimination clause, which contains the word “immigration status”, will be placed in the aforementioned documents (See Appendix #1).

In addition, updated Board Policy/Administrative Regulation 6178 (Career Technical Education) and Board Policy/Administrative Regulation 6145.5 (Student Organizations and Equal Access) will also be included in the appropriate informational items pending board approval.
CTE ANNUAL NOTIFICATION

A CTE Annual Notification link has been created in the Antioch Unified School District website, leading to the CTE Annual Notification page. The document references the non-discriminatory notice, Board Policy 0410 (Non-Discrimination in District Programs and Activities) and draft Board Policy 6178 (Career Technical Education). Board Policy 0410 states the notion of “equal, fair and meaningful access to various educational programs, including CTE. Board Policy 6178 describes the goals and purpose of the CTE program. Also included are the types of district-wide CTE pathway offerings as well as their descriptions (See Appendix #2). In addition, the names of Title II/Title V/Title IX/504 Plan contact persons have been added to inform parents who to call for questions.

NAMES OF TITLE II/TITLE V/TITLE IX AND 504 PLAN CONTACT PERSONS

For the 2019 – 2020 school year, the names of the Title II/Title V/Title IX and 504 Plan district administrators will be added to the parent/student handbook, student course catalog, site specific handbook, employee handbook, and district website (See Appendix #1).

UNIFORM COMPLAINT PROCEDURES

Board Policy 1312.3 (Uniform Complaint Procedures) will be found in the 2019 – 2020 parent/guardian student handbook and the Antioch Unified School District website as part of Appendix J.

RESPONSE TO IMMIGRATION ENFORCEMENT

Per the Attorney General, additional new language has been added to Board Policy 5145.13: Response to Immigration Enforcement (See Appendix #3). The revised policy will be an agenda item for a first and second reading at the August board meetings. Subsequently, the updated version will be presented to the governing board for action. Agenda and minutes will be submitted to the Office of Civil Rights upon completion of the process.

Prior to the end of the school year, parents will receive this document for informational purposes. For the 2019 – 2020 school year, the newly revised handbooks will contain the changes outlined in the addenda. Updated items will be delivered to the school sites for distribution.
**NON-DISCRIMINATION STATEMENT**

The Antioch Unified School District (AUSD) is committed to ensuring equal, fair, and meaningful access to employment and education services. AUSD prohibits discrimination, intimidation, harassment, and bullying in any employment practice, education program, or educational activity on the basis of actual or perceived age, ancestry, color, disability, ethnicity, gender, gender identity or expression, genetic information, immigration status, marital, family or parental status, medical condition, national origin, political affiliation, pregnancy and related conditions, race, religion, retaliation, sex (including sexual harassment), sexual orientation, Vietnam Era Veterans’ status, or association with a person or group with one or more of these actual or perceived characteristics or any other basis prohibited by California state and federal non-discrimination laws respectively. Not all bases of discrimination will apply to both educational services and employment.

For inquiries regarding Title II, contact:

Amy Bettencourt, Director of Educational Services  
510 G Street, Antioch, California  94509  
(925) 779 – 7500, Extension 43211

For inquiries regarding Title V, contact:

Michael Santos, Director of Educational Services  
510 G Street, Antioch, California  94509  
(925) 779 -7500, Extension 40996

For inquiries regarding Title IX, contact:

Christine Ibarra, Associate Superintendent  
510 G Street, Antioch, California  94509  
(925) 779 – 7500, Extension 43567

For inquiries regarding 504 Plans, contact:

Bob Sanchez, Director of Student Support Services  
510 G Street, Antioch, California  94509  
(925) 779 – 7500, Extension 53498

Updated 5/17/19
Prior to the beginning of each school year, the Antioch School District informs students, parents, employees and the general public of all Career Technical Education (CTE) opportunities offered to all students.

Pursuant to Board Policy 0410, you are hereby notified that:

The Antioch Unified School District is committed to ensuring equal, fair, and meaningful access to various educational programs, including career technical education (CTE). The District is committed to providing equal opportunity to all individuals in district programs and activities. District programs, activities and practices shall be free from unlawful discrimination, including discrimination against an individual or group based on actual or perceived age, ancestry, color, disability, ethnicity, gender, gender identity or expression, genetic information, immigration status, marital, family or parental status, medical condition, national origin, political affiliation, pregnancy and related conditions, race, religion, retaliation, sex (including sexual harassment), sexual orientation, Vietnam Era Veterans' status, or association with a person or group with one or more of these actual or perceived characteristics or any other basis prohibited by California state and federal non-discrimination laws respectively.

In addition, Board Policy 6178 also states that the Board of Education desires to provide a comprehensive career technical education (CTE) program in the secondary grades, which integrates core academic instruction with technical and occupational instruction in order to increase student achievement, graduation rates, and readiness for postsecondary education and employment. The district's CTE program is designed to help students develop the academic, career, and technical skills needed to succeed in a knowledge- and skills-based economy. The program includes a rigorous academic component and provides students with practical experience and understanding of all aspects of an industry.

All career technical education (CTE) courses are offered without regard to actual or perceived characteristics protected from discrimination by law. The District ensures that the lack of English language skills will not be a barrier to admission and participation in the CTE program. (20 USC 2354; 34 CFR 100 Appendix B, 104.8, 106.9).

(cf.0410 – Nondiscrimination in District Programs and Activities)  
(cf. 1312.3 – Uniform Complaint Procedures)

The Antioch Unified School District currently offers career technical education (CTE) programs as follows:

<table>
<thead>
<tr>
<th>SCHOOL</th>
<th>CTE PATHWAY/INDUSTRY SECTOR</th>
<th>DESCRIPTION</th>
</tr>
</thead>
<tbody>
<tr>
<td>Deer Valley High School</td>
<td>Culinary Arts</td>
<td>Prepares students for careers related to the hospitality, tourism and recreation sector. Current program pathway focuses on culinary arts.</td>
</tr>
<tr>
<td>Deer Valley High School</td>
<td>Digital Arts</td>
<td>Trains students to use film as a tool for communication and self-expression in entertainment and industry. Students explore the foundational elements of writing, photography, visual perception and elements of design as they apply to cinematic expression.</td>
</tr>
<tr>
<td>School</td>
<td>Program</td>
<td>Description</td>
</tr>
<tr>
<td>--------------------------------</td>
<td>----------------------------------------------</td>
<td>------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------</td>
</tr>
<tr>
<td>Deer Valley High School</td>
<td>Arts, Media and Entertainment</td>
<td>Provides students experiences that prepare them for possible careers in visual and performing arts.</td>
</tr>
<tr>
<td>Deer Valley High School</td>
<td>Early Childhood Education</td>
<td>Provides students with understanding related to children’s physical, mental, emotional and social growth and development, as well as provide for their care and guidance. Pathway leads to careers in child development and family services.</td>
</tr>
<tr>
<td>Antioch High School</td>
<td>Building and Construction Trade</td>
<td>Provides students with relevant and challenging academic and career-related experiences leading to building and construction trades careers.</td>
</tr>
<tr>
<td>Antioch High School</td>
<td>Media Technology</td>
<td>Provides students with foundational knowledge of programming and computer science. Students explore topics of human computer interaction, problem solving, web design, computer programming, data modeling and others.</td>
</tr>
<tr>
<td>Antioch High School</td>
<td>Careers in Education</td>
<td>Provides students with professional or learning support positions in education, prekindergarten through grade twelve. Students study human development, positive guidance and counseling techniques, age-appropriate and grade-appropriate learning strategies, learning theories standards-based curriculum and instructional design.</td>
</tr>
<tr>
<td>Dozier Libbey Medical High School</td>
<td>Health Sciences</td>
<td>Provides students with insights into the health care industry. Students explore health-related curricula in public health and medical sciences.</td>
</tr>
</tbody>
</table>

**For inquiries regarding CTE pathways, contact:**

Michael Santos, Director of Educational Services  
510 G Street, Antioch, California 94509  
(925) 779 – 7500, Extension 40996

**For inquiries regarding Title II, contact:**

Amy Bettencourt, Director of Educational Services  
510 G Street, Antioch, California 94509  
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(925) 779 -7500, Extension 40996
For inquiries regarding Title IX, contact:

Christine Ibarra, Associate Superintendent
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(925) 779 – 7500, Extension 43567

For inquiries regarding 504 Plans, contact:

Bob Sanchez, Director of Student Support Services
510 G Street, Antioch, California 94509
(925) 779 – 7500, Extension 53498
RESPONSE TO IMMIGRATION ENFORCEMENT

The Governing Board is committed to the success of all students and believes that every school site should be a safe and welcoming place for all students and their families irrespective of their citizenship or immigration status.

District staff shall not solicit or collect information or documents regarding the citizenship or immigration status of students or their family members or provide assistance with immigration enforcement at district schools, except as may be required by state and federal law. (Education Code 234.7)

(cf. 5111 - Admission)
(cf. 5111.1 - District Residency)

No student shall be denied equal rights and opportunities nor be subjected to unlawful discrimination, harassment, intimidation, or bullying in the district's programs and activities on the basis of his/her immigration status. (Education Code 200, 220, 234.1)

(cf. 0410 - Nondiscrimination in District Programs and Activities)
(cf. 5131.2 - Bullying)
(cf. 5145.3 - Nondiscrimination/Harassment)
(cf. 5145.9 - Hate-Motivated Behavior)

The Superintendent or designee shall notify parents/guardians regarding their children's right to a free public education regardless of immigration status or religious beliefs and their rights related to immigration enforcement. (Education Code 234.7)

(cf. 5145.6 - Parental Notifications)

Consistent with requirements of the California Office of the Attorney General, the Superintendent or designee shall develop procedures for addressing any requests by a law enforcement officer for access to district records, school sites, or students for the purpose of immigration enforcement.

(cf. 1340 - Access to District Records)
(cf. 3580 - District Records)
(cf. 5125 - Student Records)
(cf. 5125.1 - Release of Directory Information)

The Superintendent or designee shall report to the Board in a timely manner any requests for information or access to a school site by an officer or employee of a law enforcement agency for the purpose of enforcing the immigration laws. Such notification shall be provided in a manner that ensures the confidentiality and privacy of any potentially identifying information. (Education Code 234.7)

Collecting and Retaining Student Information

- The Associate Superintendent of Educational Services shall maintain in writing district policies and procedures for gathering and handling sensitive student information, and appropriate personnel shall receive training regarding those policies and procedures.
• If the district possesses information that could indicate immigration status, citizenship status, or national origin information, the district shall not use the acquired information to discriminate against any students or families or bar children from enrolling in or attending school.

• If parents or guardians choose not to provide information that could indicate their or their children’s immigration status, citizenship status, or national origin information, the district shall not use such actions as a basis to discriminate against any students or families or bar children from enrolling or attending school.

Responding to Requests for Information

Unless authorized by the Family Educational Rights and Privacy Act pursuant to 20 USC 1232g, student information shall not be disclosed to immigration law enforcement authorities without parental consent, a court order, or judicial subpoena. The Superintendent or designee shall annually notify parents/guardians that the district will not release student information to third parties for immigration enforcement purposes, unless the parent/guardian consents or as required to do so by a court order or judicial subpoena.

(cf. 1340 - Access to District Records)
(cf. 3580 - District Records)
(cf. 5125 - Student Records)
(cf. 5125.1 - Release of Directory Information)

Upon receiving any verbal or written request for information related to a student's or family's immigration or citizenship status, district staff shall:

1. Notify the Superintendent or designee about the information request
2. Provide students and families with appropriate notice and a description of the immigration officer's request
3. Document any request for information by immigration authorities
4. Provide students and parents/guardians with any documents provided by the immigration enforcement officer, unless such disclosure is prohibited by a subpoena served on the district or in cases involving investigations of child abuse, neglect, or dependency

(cf. 5141.4 - Child Abuse Prevention and Reporting)

Resources and data collected by the district shall not be used, directly or by others, to compile a list, registry, or database of individuals based on national origin, immigration status, religion, or other category of individual characteristics protected against unlawful discrimination. (Government Code 8310.3)

Inquiries Regarding Immigration Status, Citizenship Status, and National Origin Information

• Where any law contemplates submission of national origin related information to satisfy the requirements of a special program, district personnel shall solicit that documentation or information separately from the school enrollment process.

• Where permitted by law, district shall enumerate alternative means to establish residency, age, or other eligibility criteria for enrollment or programs, and those alternative means shall include among them documentation or information that are available to persons regardless of immigration status, citizenship status, or national origin, and that do not reveal information related to citizenship or immigration status.
• Where residency, age, and other eligibility criteria for purposes of enrollment or any program may be established by alternative documents or information permitted by law or this policy, the district’s procedures and forms shall describe to the applicant, and accommodate, all alternatives specified in law and all alternatives authorized under this policy.

Inquiries about Social Security Numbers or Cards
• The district shall not solicit or collect entire Social Security numbers or cards.

• The district shall not solicit and collect the last four digits of an adult household member’s Social Security number only if required to establish eligibility for federal benefit programs.

• When collecting the last four digits of an adult household member’s Social Security number to establish eligibility for a federal benefit program, the district shall explain the limited purpose for which this information is collected, and clarify that a failure to provide this information will not bar the student from enrolling in or attending the school.

• The district shall treat all students equitably in the receipt of all school services, including, but not limited to, the gathering of student and family information for the free and reduced lunch program, transportation and educational instruction.

Information Sharing
• The district shall avoid the disclosure of information that might indicate a student’s or family’s citizenship or immigration status if the disclosure is not authorized by Family Educational Rights and Privacy Act (FERPA).

• The district shall require written parental or guardian consent for release of student information, unless the information is relevant for a legitimate educational interest or includes directory information only. Neither exception permits disclosing information to immigration authorities for immigration-enforcement purposes; no student information shall be disclosed to immigration authorities for immigration-enforcement purposes without a court order or judicial subpoena.

• The district’s request for written or parental or guardian consent for release of student information must include the following information: (1) the signature and date of the parent, guardian, or eligible student providing consent; (2) a description of the records to be disclosed; (3) the reason for release of information; (4) the parties or class of parties receiving the information; and (5) if requested by the parents, guardians or eligible student, a copy of the records to be released. The [local educational agency] shall permanently keep the consent notice with the record file.

• The parent, guardian, or eligible student is not required to sign the consent form. If the parent, guardian or eligible student refuses to provide written consent for the release of student information that this not otherwise subject to release, the district shall not release the information.
Annual Information Notice to Parents and Guardians

General Information Policy

- The district will maintain the following:
  
  o A description of the types of student records maintained by the district.
  
  o A list of the circumstances or conditions under which the district might release student information to outside people or entities.
  
  o A statement that, unless the district is providing information for a legitimate educational purpose under FERPA and the California Education Code or directory information, the district shall notify parents or guardians and eligible students—and receive their written consent—before it releases a student’s personally identifiable information.

Directory Information Policy

- If the district decides to release directory information, the district shall provide an annual notice to parents and guardians, and “eligible students” in attendance, of the district’s directory information policy that includes:
  
  o The categories of information that the district has classified as public directory information that may be disclosed without parental consent and which should only include the information specifically identified in Education Code section 49061, subdivision (c).
  
  o A statement that directory information does not include citizenship status, immigration status, place of birth, or any other information indicating national origin (except where the district receives consent as required under state law).
  
  o The recipients of the directory information.
  
  o A description of the parent’s or guardian’s abilities to refuse release of the student’s directory information, and how to refuse release.
  
  o The deadline in which the parent, guardian or student must notify the school in writing that he or she does not want the information designated as directory information.

Responding to Requests for Access to Students or School Grounds

Monitoring and Receiving Visitors onto Campus

- No outsider—which would include immigration-enforcement officers—shall enter or remain on school grounds of the district during school hours without having registered with the principal or designee. If there are no exigent circumstances necessitating immediate action, and if the immigration officer does not possess a judicial warrant or court order that provides a basis for the visit, the officer must provide the following information to the principal or designee:
  
  o Purpose in entering school grounds;
  
  o Proof of identity; and
- Any other information as required by law.

- The district shall adopt measures for responding to outsiders that avoids classroom interruptions, and preserves the peaceful conduct of the school’s activities, consistent with local circumstances and practices.

- The district shall post signs at the entrance of its school grounds to notify outsiders of the hours and requirements for registration.

District staff shall receive parent/guardian consent before a student is interviewed or searched by any officer seeking to enforce civil immigration laws at the school, unless the officer presents a valid, effective warrant signed by a judge or a valid, effective court order. A student's parent/guardian shall be immediately notified if a law enforcement officer requests or gains access to the student for immigration enforcement purposes, unless the judicial warrant or subpoena restricts disclosure to the parent/guardian.

(cf. 5145.12 - Search and Seizure)

All visitors and outsiders, including immigration enforcement officers, shall register with the principal or designee upon entering school grounds during school hours. Each visitor or outsider shall provide the principal or designee with his/her name, address, occupation, age if less than 21, purpose in entering school grounds, proof of identity, and any other information required by law. (Penal Code 627.2, 627.3)

(cf. 1250 - Visitors/Outsiders)

District staff shall report the presence of any immigration enforcement officers to on-site district police and other appropriate administrators.

(cf. 3515.3 - District Police/Security Department)

As early as possible, district staff shall notify the Superintendent or designee of any request by an immigration enforcement officer for access to the school or a student or for review of school documents, including service of lawful subpoenas, petitions, complaints, warrants, or other such documents.

In addition, district staff shall take the following actions in response to an officer present on the school campus specifically for immigration enforcement purposes:

1. Advise the officer that before school personnel can respond to the officer's request, they must first receive notification and direction from the Superintendent or designee, except under exigent circumstances that necessitate immediate action
2. Request to see the officer's credentials, including his/her name and badge number, and the phone number of the officer's supervisor, and note or make a copy of all such information
3. Ask the officer for his/her reason for being on school grounds and document the response
4. Request that the officer produce any documentation that authorizes his/her school access
5. Make a copy of all documents produced by the officer and retain one copy for school records
6. If the officer declares that exigent circumstances exist and demands immediate access to the campus, comply with the officer's orders and immediately contact the Superintendent or designee
7. If the officer does not declare that exigent circumstances exist, respond according to the requirements of the officer's documentation, as follows:
   a. If the officer has an Immigration and Customs Enforcement (ICE) administrative warrant, district staff shall inform the agent that they cannot consent to any request without first consulting with the district's legal counsel or other designated district official.
   b. If the officer has a federal judicial warrant, such as a search and seizure warrant or an arrest warrant signed by a federal judge or magistrate, district staff shall promptly comply with the warrant. If feasible, district staff shall consult with the district's legal counsel or designated administrator before providing the officer with access to the person or materials specified in the warrant.
   c. If the officer has a subpoena for production of documents or other evidence, district staff shall inform the district's legal counsel or other designated official of the subpoena and await further instructions as to how to proceed.

8. Do not attempt to physically impede the officer, even if the officer appears to be exceeding the authorization given under a warrant or other document. If an officer enters the premises without consent, district staff shall document the officer's actions while on campus.

9. After the encounter with the officer, promptly make written notes of all interactions with the officer, including:
   a. A list or copy of the officer's credentials and contact information
   b. The identity of all school personnel who communicated with the officer
   c. Details of the officer's request
   d. Whether the officer presented a warrant or subpoena to accompany his/her request, what was requested in the warrant or subpoena, and whether the warrant or subpoena was signed by a judge
   e. District staff's response to the officer's request
   f. Any further action taken by the officer
   g. A photo or copy of any documents presented by the officer

10. Provide a copy of these notes and associated documents collected from the officer to the district's legal counsel or other designated district official

The district's legal counsel or other designated official shall submit a timely report to the Governing Board regarding the officer's requests and actions and the district's responses. (Education Code 234.7)

The Superintendent or designee shall also email the Bureau of Children's Justice in the California Department of Justice (BCJ@doj.ca.gov) regarding any attempt by a law enforcement officer to access a school site or a student for immigration enforcement purposes.

**Responding to the Detention or Deportation of Student's Family Member**

The Superintendent or designee shall encourage students and their families to update their emergency contact information as needed throughout the school year and to provide alternative contacts, including an identified trusted adult guardian, in case a student's parent/guardian is detained or is otherwise unavailable. The Superintendent or designee shall notify students' families that information provided on the emergency cards will only be used in response to specific emergency situations and not for any other purpose.

*(cf. 5141 - Health Care and Emergencies)*
The Superintendent or designee shall also encourage all students and families to learn their emergency phone numbers and be aware of the location of important documentation, including birth certificates, passports, social security cards, physicians’ contact information, medication lists, lists of allergies, and other such information that would allow the students and families to be prepared in the event that a family member is detained or deported.

In the event that a student's parent/guardian is detained or deported by federal immigration authorities, the Superintendent or designee shall release the student to the person(s) designated in the student's emergency contact information or to any individual who presents a caregiver's authorization affidavit on behalf of the student. The Superintendent or designee shall only contact child protective services if district personnel are unable to arrange for the timely care of the student by the person(s) designated in the emergency contact information maintained by the school or identified on a caregiver's authorization affidavit.

The Superintendent or designee shall notify a student whose parent/guardian was detained or deported that the student continues to meet the residency requirements for attendance in a district school, provided that the parent/guardian was a resident of California and the student lived in California immediately before he/she moved out of state as a result of the parent/guardian’s departure. (Education Code 48204.4)

(cf. 5111.1 - District Residency)

The Superintendent or designee may refer a student or his/her family members to other resources for assistance, including, but not limited to, an ICE detainee locator, legal assistance, or the consulate or embassy of the parent/guardian’s country of origin.

**Policies for Responding to Hate Crimes and Bullying**

*Adopting and Publicizing Anti-Bullying and Anti-Harassment Policy*

- The district shall adopt and publicize policies that prohibit discrimination, harassment, intimidation, and bullying on the basis of a student’s actual or perceived nationality, ethnicity, or immigration status. Those policies must be translated in the student’s primary language if at least 15 percent of the students enrolled in the school speak a single primary language other than English.

- 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 inform students who are victims of hate crimes of their right to report such crimes.

**Processing Complaints of Harassment and Bullying**

- The district shall adopt a process for receiving complaints of and investigating complaints of discrimination, harassment, intimidation, and bullying based on any of the following actual or perceived characteristics:
  - Disability
  - Gender
  - Gender Identity
  - Gender Expression
  - Immigration Status
- Nationality
- Race or Ethnicity
- Religion
- Sexual Orientation
- Association with a person or group with one or more of the aforementioned characteristics

- The complaint process must include, but is not limited to, the following steps:
  - A requirement that, if school personnel witness an act of discrimination, harassment, intimidation, or bullying, they shall take immediate steps to intervene when safe to do so;
  - A timeline to investigate and resolve complaints of discrimination, harassment, intimidation, or bullying that shall be followed by all schools under the jurisdiction of the local educational agency; and
  - An appeal process afforded to the complainant should he or she disagree with the resolution of a complaint.
  - The district shall ensure that complaint procedures contain confidentiality safeguards for immigration status information.
  - The district shall prohibit retaliation against a person who submits a complaint of discrimination, harassment, intimidation, or bullying.

Training Students, Teachers, and Staff on Anti-Bullying and Anti-Harassment Policy
- 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.

- The district shall also train teachers, staff, and personnel to ensure that they are aware of their legal duty to take reasonable steps to eliminate a hostile environment and respond to any incidents of harassment based on the actual or perceived characteristics noted above. Such training should, at minimum, provide agency personnel with the skills to do the following:
  - Discuss the varying immigration experiences among members of the student body and school community;
  - Discuss bullying-prevention strategies with students, and teach students to recognize the behavior and characteristics of bullying perpetrators and victims;
  - Identify the signs of bullying or harassing behavior;
  - Take immediate corrective action when bullying is observed; and
  - Report incidents to the appropriate authorities, including law enforcement in instances of criminal behavior.
Legal Reference:

EDUCATION CODE
200 Educational equity
220 Prohibition of discrimination
234.1 Safe Place to Learn Act
234.7 Student protections relating to immigration and citizenship status
48204.4 Evidence of residency for school enrollment
48980 Parental notifications
48985 Notices to parents in language other than English

GOVERNMENT CODE
8310.3 California Religious Freedom Act

PENAL CODE
422.55 Definition of hate crime
627.1-627.6 Access to school premises, outsiders

UNITED STATES CODE, TITLE 20
1232g Family Educational Rights and Privacy Act

COURT DECISIONS

Management Resources:

CSBA PUBLICATIONS

Legal Guidance on Providing All Children Equal Access to Education Regardless of Immigration Status, February 2017

CALIFORNIA OFFICE OF THE ATTORNEY GENERAL PUBLICATIONS
Promoting a Safe and Secure Learning Environment for All: Guidance and Model Policies to Assist California's K-12 Schools in Responding to Immigration Issues, April 2018

WEB SITES
CSBA: http://www.csba.org
California Department of Education: http://www.cde.ca.gov
California Department of Fair Employment and Housing: http://www.dfeh.ca.gov
California Department of Justice: http://www.justice.gov
U.S. Department of Education, Office for Civil Rights: http://www.ed.gov/about/offices/list/ocr
U.S. Immigration and Customs Enforcement: http://www.ice.gov
U.S. Immigration and Customs Enforcement, Online Detainee Locator System: http://locator.ice.gov/odis
BP 5145.13(b)

RESPONSE TO IMMIGRATION ENFORCEMENT

BP 5145.13(c)

RESPONSE TO IMMIGRATION ENFORCEMENT

BP 5145.13(d)

RESPONSE TO IMMIGRATION ENFORCEMENT

BP 5145.13(e)

RESPONSE TO IMMIGRATION ENFORCEMENT