

Board Policy #: 30

Adopted/Ratified: October 3, 2019

Revision Date: August 11, 2021, February 19, 2026

## SECTION 30 – SCHOLAR POLICY – NONDISCRIMINATION STATEMENT

Compass Charter Schools (“CCS” or the “Charter School”) does not discriminate against any person on the basis of actual or perceived disability, gender, gender identity, gender expression, nationality, race or ethnicity, citizenship, immigration status, religion, religious affiliation, sexual orientation, pregnancy status, or any other characteristic that is contained in the definition of hate crimes in the California Penal Code. This policy shall be implemented in a manner consistent with the California Safe Haven Schools Act, ensuring that all school-sponsored activities remain safe and accessible to all California residents regardless of immigration status

CCS adheres to all provisions of federal law related to scholars with disabilities, including, but not limited to, Section 504 of the Rehabilitation Act of 1973, Title II of the Americans with Disabilities Act of 1990 (“ADA”), and the Individuals with Disabilities Education Improvement Act of 2004 (“IDEA”).

CCS does not discourage students from enrolling or seeking to enroll in Charter School for any reason, including, but not limited to, academic performance, disability, neglect or delinquency, English proficiency, for being homeless or a foster/mobile youth, economic disadvantage, nationality, race, ethnicity, or sexual orientation. Charter School shall not encourage a student currently attending Charter School to disenroll or transfer to another school based on any of the aforementioned reasons except in cases of expulsion and suspension or involuntary removal in accordance with CCS’s charter and relevant policies.

CCS does not request nor require student records prior to a student’s enrollment.

CCS is committed to providing an educational atmosphere that is free of unlawful harassment under Title IX of the Education Amendments of 1972 (sex); Titles IV, VI, and VII of the Civil Rights Act of 1964 (race, color, or national origin); The Age Discrimination Act of 1975; the IDEA; and Section 504 and Title II of the ADA (mental or physical disability).

CCS also prohibits sexual harassment, including cyber sexual bullying, and harassment based upon pregnancy, childbirth or related medical conditions, race or ethnicity, religion, religious affiliation, creed, color, citizenship, immigration status, gender, gender identity, gender expression, national origin or ancestry, physical or mental disability, medical condition, marital status, age, sexual orientation, or any other basis protected by federal, state, local law, ordinance or regulation.

CCS does not condone or tolerate harassment of any type, including but limited to unlawful discrimination, intimidation, or bullying, including cyber sexual bullying, by any employee; independent contractor or other person with which CCS does business; scholar; volunteer; or community member regardless of position or gender. CCS will promptly and thoroughly investigate any complaint of harassment and take appropriate corrective action, if warranted.

The lack of English language skills will not be a barrier to admission or participation in CCS’s programs or activities. CCS prohibits retaliation against anyone who files a complaint or who

participates in a complaint investigation.

The Charter School's Nondiscrimination Statement relevant to employees is located within CCS's Employee Handbook.

Compass Charter Schools is committed to safeguarding every scholar's right to a free public education, regardless of their immigration status, the status of their family members, or their religious beliefs.

In accordance with the California Safe Haven Schools Act, the Charter School shall provide instruction and programs designed to educate scholars about the negative impact of bullying others based on their actual or perceived immigration status, religious beliefs, or customs.

Protections against discrimination based on immigration status are further detailed in the Charter School's Comprehensive School Safety Plan, which includes specific procedures for student privacy and staff notification during enforcement actions.

Inquiries, complaints, or grievances regarding harassment as described in this section, above, should be directed to the Uniform Complaint Procedures ("UCP") Compliance Officer:

Elizabeth Brenner | Superintendent  
& CEO 850 Hampshire Road,  
Suite R Thousand Oaks,  
California 91361  
(405) 358-4761  
[ebrenner@compasscharters.org](mailto:ebrenner@compasscharters.org)