

# An Overview of the 2024–25 Statewide Civil Rights Review

Equity & Civil Rights Office

Office Hours

December 5, 2024 | 2:30-3:30pm



# Agenda

Topic	Additional Resources
<b>Welcome &amp; Introduction</b>	None
<b>Overview of the Review</b> <ul style="list-style-type: none"><li>• Purpose &amp; Background</li><li>• Scope</li><li>• Review Phases, Specific Tasks, &amp; Timeline</li><li>• Preparing for the Review</li></ul>	<a href="#">OSPI Bulletin No. 065-24 (10/3/2024)</a>
<b>Webpage, Checklist, and TA Guides</b> <ul style="list-style-type: none"><li>• Item 1: Policies &amp; Procedures</li><li>• Item 2: Publication of Model Handbook Language</li><li>• Item 3: Staff Nondiscrimination Training</li><li>• Item 4: Compliance Coordinators</li></ul>	2024-25 Statewide Civil Rights Review <a href="#">webpage</a>
<b>Live Q &amp; A</b>	None



# An Overview of the Review



# Purpose and Background

- In May 2024, the Legislature passed a budget proviso requiring OSPI complete a **one-time compliance review** of every Washington LEA.
- The review must **assess LEAs' compliance** with state and federal nondiscrimination laws during the 2024–25 school year.
- The review must **align with the compliance monitoring process** established in chapter 392-190 WAC.
- After the review, OSPI must submit a **report to the Legislature** summarizing the results of the review.



# Scope of the Review: Only 4 Items!

1. **Policies and procedures** for nondiscrimination, sex-based discrimination, and gender-inclusive schools.
2. **Handbook and website notices** to students, parents, employees, and volunteers about discrimination, sexual harassment, complaint processes, and gender-inclusive schools.
3. **Staff training** on responsibilities under state nondiscrimination law and eliminating bias.
4. **Designated coordinators and their training**, including coordinators for civil rights, Title IX, Section 504, and gender-inclusive schools.



# Review Phases, Specific Tasks, & Timelines

Review Phase	Specific Tasks	Timelines
1. <b>Pre-Review Collection of Information</b>	<b>LEAs</b> review checklist and collect responsive information.	October –December 2024
2. <b>Submission to OSPI</b>	<b>LEA points of contact</b> will receive a link to the Review Tool where they can submit the responsive information to OSPI.	<b>Tool launch:</b> Early December 2024 <b>Due date:</b> January 31, 2025
3. <b>OSPI Determinations &amp; Corrective Actions</b>	<b>OSPI</b> reviews each LEA's submission and will respond to the LEA with a determination letter outlining any noncompliant items and necessary corrective actions.	January–April 2025 (rolling basis)
4. <b>LEA Follow-up</b>	Upon receipt of OSPI's determination letter, the <b>LEA</b> will have 30 calendar days to respond with additional or corrected information. OSPI will continue to work with the LEA on outstanding corrective actions until the review ends.	January–June 30, 2025 (rolling basis)

# OSPI's Report to the Legislature

OSPI must submit its report to the legislature no later than December 1, 2025.

The **report** must include:

- **A summary** of the Review's findings.
- **Any corrective actions** taken by OSPI and the LEAs.
- **LEA responses** to issues of noncompliance that were identified during the Review.



# Preparing for the Review

- **Designate a primary contact.** Provide OSPI with the name and contact information for your primary contact for the Review.
- **Review key OSPI resources.** Take a moment to review the Checklist and Technical Assistance Guides so that you understand exactly what information OSPI is requesting.
- **Collect/organize information.** Begin collecting information responsive to each item.
- **Attend OSPI's Office Hours.** Upcoming sessions will focus on the Review Tool (12/12/24), and FAQ (1/9/25).
- **Ask for help.** Don't hesitate to reach out to your ESD or to OSPI for technical assistance and support!





# Webpage, Checklist, & TA Guides



# Statewide Review Webpage

Visit (and bookmark) the [2024–25 Statewide Review webpage](#) for more information and resources related to the Review, including:

- **OSPI's 10/3/24 bulletin** outlining the scope and logistics of the Review
- **Checklist**
- **Technical assistance guides** for each item
- **Updated timeline**
- **Frequently asked questions** (and answers)



# Statewide Review Checklist

Statewide Civil Rights Review Checklist		
Item Number	Description and Legal Authority	Information to Submit
1	<p><b>Policies and Procedures</b></p> <p>The LEA has adopted discrimination and sex-based discrimination (formerly sexual harassment) policies and procedures that are consistent with the requirements in federal and state law.</p> <p>The LEA has adopted a gender-inclusive schools (or transgender students) policy and procedure that, at a minimum, incorporate all the elements of the WSSDA model Gender-Inclusive Schools policy and procedure (3211 and 3211P) and is consistent with the requirements in state law (chapter 392-190 WAC, revised December 2014) and guidelines (revised 2012).</p> <p><b>Legal authority:</b> 34 C.F.R. Sec. 106; RCW 28A.640.010, 28A.640.020, 28A.642.010, and 28A.642.080; 392-190-056, WAC 392-190-057, WAC 392-190-058, WAC 392-190-060, 392-190-065, 392-190-070, and 392-190-075.</p>	<p><input type="checkbox"/> A. The LEA's student Nondiscrimination policy and procedure (WSSDA's 3210 and 3210P, or equivalents).</p> <p><input type="checkbox"/> B. The LEA's student Sex-Based Discrimination (formerly Sexual Harassment) policy and procedure (WSSDA's 3205 and 3205P, or equivalents).</p> <p><input type="checkbox"/> C. The LEA's Gender-Inclusive Schools policy and procedure (WSSDA's 3211/3211P, or equivalents).</p>
2	<p><b>Publishing of Model Student Handbook Language</b></p> <p>The LEA publishes OSPI's model handbook language—in any student, parent, employee, and volunteer handbook that it or one of its schools publishes and on the school district's website, or on any school's website—to provide the school community notice of its policies and complaint procedures related to discrimination, including sexual harassment, and addressing transgender students.</p>	<p><input type="checkbox"/> A. Student handbooks (or equivalent publication) with OSPI model student handbook language. Please provide evidence for a sampling of schools that includes each of the following (where applicable):</p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Elementary school</li> <li><input type="checkbox"/> Middle school or junior high</li> <li><input type="checkbox"/> High school</li> <li><input type="checkbox"/> ALE or online school</li> </ul>

# Technical Assistance Guides

## Item 1: Policies and Procedures

Technical assistance guide for the 2024–25 Statewide Civil Rights Review

### Legal Requirements<sup>1</sup>

The Local Educational Agency (LEA) has adopted discrimination and sex-based discrimination (formerly sexual harassment) policies and procedures that are consistent with the requirements in federal and state law.

The LEA has adopted a gender-inclusive schools (or transgender students) policy and procedure that, at a minimum, incorporate all the elements of the Washington State School Directors' Association (WSSDA) model Gender-Inclusive Schools policy and procedure and is consistent with the requirements in state law (chapter 392-190 WAC, revised December 2014) and guidelines (revised 2012).

### Information to Submit

- A. The LEA's student Nondiscrimination policy and procedure (WSSDA's 3210 and 3210P or equivalents).
- B. The LEA's student Sex-Based Discrimination (formerly Sexual Harassment) policy and procedure (WSSDA's 3205 and 3205P or equivalents).
- C. The LEA's Gender-Inclusive Schools policy and procedure (WSSDA's 3211 and 3211P or equivalents).

### Tips for Statewide Civil Rights Review

- **Take note of recent federally-mandated Title IX policy and procedure updates.** New Title IX rules regarding sex-based discrimination went into effect on August 1, 2024, requiring LEAs to update their sexual harassment policies and procedures.<sup>2</sup> For more information, see OSPI's Bulletin B046-24: Guidance on the New Title IX Rules and Responding to Sex-Based Discrimination in Washington K–12 Schools (7/3/2024).

<sup>1</sup> Legal authority: Title IX, [34 C.F.R. §106.45](#); RCW [28A.640.010](#), [28A.640.020](#), [28A.642.010](#), and [28A.642.080](#); WAC [392-190-056](#), [392-190-057](#), [392-190-058](#), [392-190-060](#), [392-190-065](#), [392-190-070](#), and [392-190-075](#).

<sup>2</sup> Some individual schools may be involved in ongoing litigation regarding the new Title IX rules (*Kansas v. U.S. Dept. of Ed., et al.*). OSPI recommends LEAs with schools that are enjoined from implementing the new Title IX rules consult with their legal counsel on their responsibilities under state and federal law. In the Statewide Civil Rights Review, OSPI will be monitoring all LEAs to ensure they have adopted a policy and procedure that aligns with both state law and the 2024 Title IX rules, including those LEAs where some individual schools may be impacted by the litigation.

# Item 1: Policies & Procedures

## Information to Submit

- A. LEA's student nondiscrimination policy & procedure (WSSDA's 3210/3210P)
- B. LEA's student sex-based discrimination policy & procedure (WSSDA's 3205/3205P)
- C. LEA's GIS policy & procedure (WSSDA's 3211/3211P)

## Tips for Review

- Make sure your LEA's policies & procedures are updated (chart included in TA guide)
- Submitting clearly-labelled links to publicly-posted policies and procedures on your LEA's website is fine.
- Combining all policies & procedures into one PDF is also fine.



# Item 2: Model Handbook Language

## Information to Submit

- A. Student handbooks with OSPI model HB language
- B. LEA webpage with OSPI model HB language
- C. (Applicable only if LEA *does not* publish handbooks or have a website.)  
Evidence the LEA provides OSPI model HB language annually to students/parents.

## Tips for Review

- Is your LEA using the most recent version of OSPI's model HB language (from 2024)?
- Is HB language personalized?
- Submitting clearly-labelled links to publicly-posted handbooks (along with a page #) is fine.



# Item 3: Staff Nondiscrimination Training

## Information to Submit

- A. Copy of training materials that were used, showing the training covered all three key topics.
- B. Short narrative explaining how LEA ensures that all administrators and certificated and classroom personnel have completed the training.

## Tips for Review

- Consider using OSPI's sample slide deck.
- Review any third-party or vendor-produced training to make sure they cover WA law sufficiently



# Item 4: Compliance Coordinators

## Information to Submit

- **CRC, TIXC, and 504C:** Name, job title, *and* a brief narrative explaining how each has obtained sufficient training.
- **GISC:** Name, job title, *and* a brief narrative explaining how they have obtained sufficient training

**\*\*Must include attending OSPI's HIB and GIS training.\*\***

## Tips for Review

- Consider viewing OSPI's foundational webinars (chart on TA guide)
- **GISC Training:** Next live webinar will be held on 1/14/25, from 2-4pm. Registration will be available on pdEnroller soon!





# Upcoming OSPI Office Hours

- **Thursday, December 12, 2024:** *Submitting Information Using the Review Tool.* [Zoom link](#).
- **Thursday, January 9, 2024:** *Frequently Asked Questions.* [Zoom link](#).

**\*\*All sessions will be held from 2:30–3:30pm\*\***



# Questions



# FAQs

1. How should we prepare our information to be submitted and how should we submit it?
2. Is there a list of available trainings for compliance coordinators?
3. Our LEA was just reviewed for CPR last year. Do we still have to participate in this review?
4. What is the consequence if an LEA is not in compliance or does not follow through with corrective action?
5. What should we do if we *know* we don't have something in place, or if we *know* something isn't in compliance? Or if our school board isn't willing or able to pass a certain policy/procedure?



# What other questions do you have?



# Contact us!

OSPI Equity & Civil Rights Office

Telephone: (360) 725-6162

Email: [equity@k12.wa.us](mailto:equity@k12.wa.us)

ECR Website: [Equity and Civil Rights](#)

Statewide Review webpage: [2024–25](#)

[Statewide Civil Rights Review](#)



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