

Item 1: Policies and Procedures

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

Legal Requirements¹

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

- **Impact of the changes to the 2024 Title IX Rules on the Review.**² OSPI's checklist and the Smartsheet form will remain the same, so for Item 1(b), LEAs should submit the sex-based discrimination policy and procedure (WSSDA's 3205/3205P) that are currently in effect. However, given the timing of the shift in federal Title IX rules, OSPI is *not* planning on making a compliance determination for Item 1(b). We will instead be providing technical assistance on this item.

¹ 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](#).

² As a result of a January 9, 2025 federal court order, the 2024 Title IX Rules are no longer in effect in any U.S. state, including Washington. See [Tennessee v. Cardona](#), No. 2:24-072 (E.D. Ky. 2025). Although no further guidance has been issued by the court or the U.S. Department of Education, OSPI's understanding is that the 2020 Title IX Rules are once again in effect. LEAs are encouraged to consult with their legal counsel to determine how to respond to new and ongoing complaints of sex-based discrimination and harassment.



- **Check your LEA’s policies and procedures to ensure they are up to date.** LEAs that use WSSDA model policies and procedures may review the table below showing which versions OSPI will accept for purpose of the Review.

Model Policy & Procedure	WSSDA Number	Last WSSDA Issue Date
Nondiscrimination Procedure - Nondiscrimination	3210 3210P	December 2024 December 2024
Sex Discrimination and Sex-Based Harassment of Students Prohibited Procedure - Sex Discrimination and Sex-Based Harassment of Students Prohibited - Grievance	3205 3205P1	OSPI will provide technical assistance in response to whatever policy/procedure your LEA currently has in place.
Gender-Inclusive Schools Procedure - Gender-Inclusive Schools	3211 3211P	July 2019 July 2024

- **When submitting information for the Statewide Civil Rights Review, OSPI welcomes LEAs to provide links to policies and procedures that are publicly posted online.** Alternatively, you will have the option to upload a full copy of your policies and procedures into the tool. If uploading files, OSPI encourages LEAs to minimize the number of files uploaded by combining policies and procedures into a single PDF.

Learn More

- OSPI’s Equity and Civil Rights Office’s [Required Policies and Procedures](#) webpage.
- Washington State School Directors’ Association (WSSDA) [Policy Services](#) webpage, where LEAs can subscribe to a model policy library to ensure they stay current.