

This rescinds and supersedes all previous policy, memoranda, and/or

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## Anti-Discrimination Policy: Students

Personal appearance means ou	tward appearance but is subject to business requirements or
standards. (D.C. Code § 2-1401.02(22))	

Political affiliation means belonging to or supporting a political party. (D.C. Code  $\S 2-1401.02(25)$ )

Race

Religion means all aspects of religious observance and practice, as well as a belief system, which may or may not include spirituality. ( D.C. Code § 2-1401 .)

Retaliation means any adverse action taken against a person for reporting discrimination,

DCPSalso prohibits harassment based on any protected traits and retaliation against a person because they have reported discrimination, filed a charge of discrimination, or participated in a discrimination investigation or lawsuit. Employees found to have engaged in prohibited discrimination, harassment, or retaliation will be subject to disciplinary action.

Discrimination and harassment are prohibited in all forms, including:

Bullying;

Cyberbullying;

Stalking;

Violations of the DC Language Access Act of 2004;

Prejudicial acts based on race, color, national origin, disability, religion, sex, age, marital status, personal appearance, family responsibilities, political affiliation, sexual orientation, gender identity, and gender expression (including persons who are transgender, transitioning, and gender-nonconforming);

Intentionally failing to use preferred names or pronouns;

Prejudicial act towards someone who is parenting, pregnant, or breastfeeding;

Unfair or unequally enforced dress code;

Denying someone access to athletic activities, restrooms, or facilities based on their gender or gender identity; and

Retaliation.

Sexual misconduct<sup>5</sup> is prohibited in all forms, including:

Dating violence;

Domestic violence;

Sexual performance using minors;

Non-consensual pornography;

Sexual harassment;

Sexual abuse:

Sexual assault;

Stalking;

Conditioning the

unwelcome sexual conduct (i.e., quid pro quo harassment); and

Unwelcome conduct.

1. Discrimination Based on Race, Color, or National Origin

DOPS does not tolerate discrimination based on race, color, or national origin. Discrimination on the basis of race, color, or national origin is any behavior that discriminates against an individual based on:

The country, world region, or place where a ancestors come or are perceived to come from;

limited English proficiency or English learner status; or

at https://dcps.dc.gov/page/dcps-policies.

<sup>&</sup>lt;sup>5</sup> For more information, please see DOPS policies on and