



COLUMBINE ELEMENTARY PARENT-STUDENT HANDBOOK 2023-2024

***Celebrate community, love of learning, and a sense of
responsibility***

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<https://wpsdk12.org/ces/>

PRINCIPAL'S MESSAGE

Dear Columbine Community,

It is with great enthusiasm that I welcome you all back to Columbine for the 2023-24 school year! As we embark on a new school year, I just want to reiterate some of the wonderful attributes that inspire our Columbine Community.

Our school truly functions as a family within our Columbine community. I would like to recognize the positive culture, caring staff members, and supportive parents who make up our community.

A great foundation of educational values and teamwork supports the internal structure that encompasses our students' self-efficacy. All staff members work together to ensure that our students feel welcome and are successful.

Our parents are always encouraged to share our experiences. We truly appreciate the support and love that our parents give their children; this partnership completes our Columbine Community.

Working together to do what's best for our children is always at the heart of every decision.

Looking forward to a wonderful year!!!

Sincerely,

Ginger Slocum
Principal

COLUMBINE SONG

“WE ARE COLUMBINE”

Through the halls and spaces
Coming here to learn.
Each from different places,
Eagerly we turn
Each one to another,
Hoping we will find
A sister or a brother
Here at Columbine.

Day by day we're growing,
Growing in the sun.
Growing to be different
Growing to be one.
We can make a difference,
If we take the time,
Caring for each other
We are Columbine.
We are Columbine.

COLUMBINE PROMISE

We promise to look for the good in each other, to care for those who need caring, and to be kind to all. We celebrate all victories: yours, mine, and ours. We have the courage to do the right thing because that is who we are, even when no one is watching.

COLUMBINE'S VISION

Columbine is a place to celebrate community, nurture a love of learning, and cultivate a sense of responsibility.

COLUMBINE'S MISSION

Together we create opportunities for all children to grow in intellectual, emotional, and social character to fulfill their innate desire to mature in relationships with self, one another, and the world.

THE UNIQUE ENVIRONMENT OF COLUMBINE IS DISTINGUISHED BY:

- Inclusion for all, where every child's voice is valued and cultivated within the learning community
- Core curriculum that includes quality literature, nature, fine and performing arts, health of mind and body, and intentional interaction with masters in the community
- Intrinsic motivation and relational learning
- High expectations for all
- Independent thinking and problem solving
- The intentional process of character development through direct education of personal and social responsibilities toward the goal of growing honorable citizens that will positively impact the community and the world
- Lifelong passion for learning that is modeled across the community, by families, staff, students, community masters, guests, and everyone who is passionately concerned with the present and future of our humanity
- Wisdom and life experiences of the generations that came before us

COMMUNICATION

In order to maintain consistent and up-to-date information with all parents and guardians, Columbine is committed to ensuring the following communications:

- Monthly newsletter from the principal
- Weekly newsletter from the teachers
- Weekly posts on our new Columbine Facebook page
- Quarterly School Accountability meetings
- Monthly Parent-Principal Coffees

STUDENT LIFE

SCHOOL HOURS 7:45-3:05

Pre-K HOURS: 7:45-2:45

TEACHER HOURS: 7:30am-3:15pm

OFFICE HOURS: 7:00-3:15 pm

STUDENT BREAKFAST: 7:35am (Second chance breakfast will be offered later in the morning)

PRE-K DROP OFF: 7:35am

STUDENT DROP OFF: 7:45am

BUS DROP OFF: 7:55am

MORNING RECESS: 7:45-7:55am

TARDY BELL: 8:00am

PRE-K RELEASE: 2:45

KINDERGARTEN, 1st, & 2nd GRADE RELEASE: 3:00pm

3rd-6th GRADE RELEASE: 3:05pm

BUS PICK UP: 3:05-3:10pm

Delayed Start/Inclement Weather Schedule: 10:00-3:05

MORNING AT COLUMBINE

- 7:35--Any students eating breakfast will enter the cafeteria doors.
- 7:35--PreK drop off begins in the bear playground. Please use the half loop in the carpool lanes.
- 7:45--K- 6th Student drop off begins as well as outside recess (there will be no supervision outside prior to 7:45).
- 7:30--Office hours begin by appointment only. Only parents/guardians with a pre-arranged meeting with the teacher may enter the building.
- 7:55--Students will line up to enter the building.
- 8:00--The tardy bell rings.
- Every adult must check in with the Raptor System (remember to bring your identification) at the office regardless of the length of the visit.
- All students who arrive after 8:00 must report to the office for a tardy slip before proceeding to class.

DISMISSAL AT COLUMBINE

- 2:45--Pre-K students are dismissed. Parents will pick up students using the half loop by the Bear Playground.
- 3:00--Kindergarten students are dismissed. Parents will pick up students using the half loop by the Bear Playground.
- 3:00--First grade students are dismissed. Parents may park and walk up to meet their children or may pull up in the bus lane behind the sign, stay in the vehicle, and teachers will walk students to the vehicle.
- 3:00--2nd Grade students are dismissed. Students will be picked up in the main parking lot/carpool lane.
- 3:05--3rd--6th Grade students are dismissed. Students will be picked up in the main parking lot/carpool lane.
- Any student still on school grounds at 3:15 will report to the office to call home.
- Students are expected to leave immediately after school unless they are chaperoned by a parent or involved in an after school activity under the supervision of a staff member. Playground is not supervised by staff after dismissal. Prompt pick up by parents is necessary and expected by the school staff to ensure safety.

SCHOOL CLOSING

In the event of severely inclement weather or mechanical breakdown, school may be closed or starting time delayed. The same conditions may also necessitate early dismissal of students. School closing, delayed starting time or early dismissal will be announced over local radio, television stations, and on the district website.

ATTENDANCE

RESPONSIBILITY TO ATTEND SCHOOL

Every student, under the age of 17, has the responsibility to attend school and be punctual in reporting to classes. Columbine Elementary and Woodland Park School District comply with the Colorado School Attendance Law, which sets forth the principle of compulsory school attendance. According to state statute, any student who has four or more unexcused absences in a course over the period of a month or ten days in a school calendar year is truant. One of Columbine's goals is to prepare students to be successful in academic and social life; regular attendance supports that goal. Parent support is essential for us to accomplish the mission. A quality education can only be provided to families who make attendance a high priority. Parents are encouraged to plan family activities during scheduled school vacations. Whenever students are absent, the quality of their education as well as their classmates' education is potentially compromised.

Both absences and tardies are recorded each morning. Five tardies and/or early dismissals equal one absence. This practice is very important for the safety of your students: for the attendance to be kept accurately, the office **must** be notified if and why the student is absent, arrives at school late or leaves during the school day. Please phone the office at 686-2300 by 8:30 AM. You are welcome to call at any time and leave a message. By 9:00 AM, every morning, the attendance secretary verifies the attendance for each child.

If your child is absent, and the office does not have information on the reason, you will receive an automated phone call from the school asking you to contact the office with the information. This practice is for you to have confidence that your child is under the watchful eye of caring and responsible adults at all times.

If you know of an upcoming extended absence, please contact the school office for pre-arranged absence procedures.

Please help us to assist you in assuring safety for your children. If you have any

questions, please contact us at any time.

PROCEDURES AND PRACTICES AT COLUMBINE

VISITORS

All visitors are expected to have a valid driver's license or state identification. Check into the RAPTOR System in the office before entering Columbine.

Volunteers provide an invaluable service to our school. Please know that background checks will be completed on all volunteers. Additionally, all volunteers will be provided training for working at Columbine.

CONTACT INFORMATION FOR YOUR STUDENT

Infinite Campus Parent Portal is a link between you and the school. It keeps you informed and engaged in your child's education. It gives the school immediate and reliable access to your contacts in case of an emergency. Parent Portal gives parents and guardians access to:

- View of the contact information
- Monitor your child's attendance
- Stay connected with and current on all school news. **IMPORTANT!** The messenger system pulls contact information from the Infinite Campus automatically, so you want your contact information to be updated at all times.
- Add lunch money to your child's lunch account

To open a new Parent Portal account: [Stop by or call our attendance secretary about getting an Activation Key.](#)

TRANSPORTATION

Durham School Services provide transportation for the Woodland Park School District. Please call the bus barn at 687-4411 with any questions regarding this service. Bus route information can be found on Woodland Park School District website: www.wpsdk12.org.

CARPOOL COMPLIANCE

Students, parents, and others who pick up and drop off students in the morning and afternoon are part of our carpool system. During these times, there are traffic rules for everyone who drives on campus. These rules are designed to maximize safety, convenience and efficiency. Some of the simple rules include:

- Comply with all directions from carpool supervisors and all the rules of traffic
- Never leave vehicles unattended in the carpool line
- Walk only on crosswalks and sidewalks
- Plan to load and unload very quickly without opening trunks and with the driver staying in the vehicle while in the pick-up and drop-off lane

CHILD CUSTODY

In most cases, when parents are divorced, both parents continue to have equal rights where their children are concerned. If any parent has a court order that limits the rights of the other parent in matters such as custody, records access, or visitation, please bring a copy to the office. Unless such a court order is on file with Columbine, the school must provide equal rights to both parents.

Legal/Court Documents referring to Parent Custody, Parenting Plans, Restraining Orders/Protection Plans, etc. will be *followed as written*. All plans shared with the school office must be current and should be updated at the beginning of each school year or as updated through the court. It is not the school's responsibility to enforce *Parenting Plans*. We request that previous arrangements be made between parents for shared parenting time for school events.

School personnel will enforce Current Protection Plans as written. The school will involve law enforcement for violations of Protection Plans.

FIRE & SAFETY DRILLS

A fire drill plan is posted in every room. Students and staff study this plan so that everyone will know what to do in an emergency or during a drill. When the alarm rings, students will form an orderly line to leave the room. No one is to pass another line. Running and talking are not permitted. Students are to listen to teacher

instructions and remain a safe distance from the building until the "all clear" tone is given. A safety drill will be conducted monthly. Other drills may include, but are not limited to Secure the Perimeter, Shelter in Place, and Lockdown.

PARENT-SCHOOL NETWORK AT COLUMBINE

Columbine Elementary has two Room Parents for every classroom. Together, we brainstorm ideas for the most effective ways to support each other and our children. Everyone is welcome to join our joyful work committed to helping Columbine thrive. Please refer to our website and/or inquire in the school office for more information.

INVITATIONS TO BIRTHDAYS, PLAY DATES, CELEBRATIONS, ETC.

The only way to distribute invitations at school is to invite every classmate. Should this not be feasible, please mail the invitations to the mailing addresses of your invitees.

CHILD ABUSE

NOTICE TO ALL PARENTS/GUARDIANS OF COLUMBINE STUDENTS: Columbine is obligated by federal, state, and local laws to inform all parents/guardians of the following statutes concerning alleged child abuse and/or neglect:

1. By Law, the Teller County Department of Human Services (DHS) has the prerogative to make an unscheduled visit to Columbine and require that a student who is the subject of a child abuse/neglect report be interviewed during school hours without any obligation to notify the parents/guardians of the student or seek permission from the parents/guardians to conduct the interview;

2. Legally, Columbine also needs to inform parents that any Columbine employee who has reasonable cause to know or suspect that a child has been subjected to abuse or neglect is legally REQUIRED to report or cause a report to be made of such fact to the DHS immediately. Therefore, if a discussion between a Columbine employee and a parent/guardian concerning a student leads the employee to a conclusion that there is reasonable cause to suspect that the student has been subjected to abuse or neglect, the employee is REQUIRED BY LAW to report the parent or guardian to the DHS immediately.

SCHOOL SUPPLIES

There is a current school supply list located on the school website. You may also obtain a list in the school office. Each grade level of teachers has decided what is needed and appropriate for their class and each student needs to bring these basic supplies as listed. Please contact our school counselor if you have difficulty providing

these items for your child

PROPER DRESS

School dress can greatly influence the culture of the learning environment. While we encourage individuality, Columbine's dress code aims to foster a positive and healthy environment.

- Students should dress casually and comfortably for school, while wearing clothing that is well-suited for a school environment.
- Clothing must cover shoulders, torso, midriff and backside.
- Hats may be worn inside the building on special days or when given permission by office administration.
- Certain athletic items (i.e. lycra shorts, wrestling suits, swimming suits, etc.) are reserved for an athletic environment only.
- Clothing, drawings, tattoos, and accessories that display or promote negative messages are not permitted. These could include drug, gang, weapon, alcohol or tobacco-related information, obscenities, put-downs, stereotypes, sexual innuendo, offensive words or graphics.

A violation of the dress code will require a change of clothing. Special circumstances will be considered on a case-by-case basis.

Colorado's weather is known for its unpredictable nature. Please know that Columbine students play outside during recess. Please dress/encourage your child to dress accordingly.

CLOSED CAMPUS

Columbine operates under a closed campus policy. Students must stay on the school grounds from the time they arrive at school until dismissal or until they are signed out by a parent or guardian. Sign-outs are done in the school office. If a student arrives at school after the start time, a parent must sign the student in at the office and receive a pass to go to class.

Students who must leave school during the day due to illness or an appointment must check out through the office. The office should be informed through a note or telephone call from a parent on or before the day of an appointment. In order to maintain a safe environment, parents must come to the office to sign out the student. When a student returns after an appointment, he/she should sign in at the

office.

SAFE SCHOOLS LAW

Public school students have certain rights guaranteed by the constitution and laws of Colorado as well as the United States of America. These rights are not coextensive with the rights of adults because the school is a special setting. The courts have recognized that school officials need flexibility to be able to control student behavior in the schools and at school activities. In 1995, the Colorado state legislature passed a law providing that school officials can discipline students for actions that occur off-campus—even on weekends or during the summer—if the actions pose a perceived threat to students or staff at the school.

Along with student rights come student responsibilities. In most cases this means, "Follow the rules." The rights of all others in the school environment (students, staff, teachers, administrators, guests and visitors) are protected when students exercise responsibility and follow the rules.

The rules and regulations at Columbine are designed to protect your rights as well as the rights of others. They are established to control and, if necessary, discipline those individuals who do not respect the rights of others. They also help to ensure a positive learning environment and to ensure every student's right to an education. Always doing the "Right Thing" at the "Right Time" for the "Right Reason" will help protect your rights and will help you be a successful student and citizen at Columbine.

The Safe Schools law is intended to ensure the safety of all students while attending school. It mandates specific rules and consequences:

- The use or possession of drugs, alcohol and tobacco products is prohibited.
- Weapons of any kind are not allowed on school grounds.
- Bullying and physical harm of another person is not tolerated.

These serious infractions will be handled according to the law.

EXTRACURRICULAR ACTIVITIES

Please refer to our website for the latest updates on the abundance of extracurricular activities and schedules.

STUDENT COUNCIL

Third–sixth grade classes will select representatives to serve on the Student Council. Student Council:

- Meets once a month with the staff sponsor
- Provides a two-way communication system between the staff and the students
- Gives students a share in the management of our school and a chance to help identify and solve school problems as well as make suggestions for the improvement of our school

BICYCLES AND OTHER WHEELED ITEMS

Bicycles must be parked in the racks provided and are not to be in the parking lot at any time during school hours. Once bikes are in the racks, they are not to be removed until the student is ready to go home. Each student is responsible for locking her/his bike.

For safety and liability reasons, skateboards, scooters, shoes with wheels, and in-line/roller skates are not allowed at Columbine.

PETS

For safety and health reasons, pets that are brought during drop off and pick up times must be on leash and under constant supervision of the owner. Service animals are always welcome at Columbine. Any special arrangements outside of these rules must be discussed with administration beforehand.

STUDENT VALUABLES

Students should not bring electronic devices and/or large amounts of money to school. At all times students are to keep track of glasses, watches, retainers, and other valuables. Students, not the school, are responsible for their personal property.

If it is necessary to bring a valuable item to school, please bring it to the office for safekeeping.

PERSONAL ELECTRONIC DEVICES NOT LIMITED TO PHONES

Messages and deliveries from parents are to be left in the office in order to respect the educational opportunity of all students. Students will not be called to the telephone except in emergencies. Messages for students will be delivered before the end of the day. Messages for staff will be taken and delivered at the end of the school day or left in the staff member's voice or paper mail boxes.

Students are not to use the school's telephones without permission from a Columbine staff member.

Students, not the school, are responsible for their personal property. Personal electronic devices cause significant disruptions to the learning environment. Therefore, all electronic devices **(includes but not limited to: smart phones, smart and otherwise electronic watches, game watches, trackers, anything electronic that communicates and/or designed for entertainment, etc.)** must be turned off upon entering the school in the morning, placed in the backpack, and kept off in backpacks or classroom-designated container through the dismissal time. Devices that ring or otherwise become known during the school day are subject to confiscation. Parents will have to come to the office to pick up a confiscated item.

LOST AND FOUND

All coats, sweaters, etc. should be labeled with a last name and phone number in case they are lost. The Lost and Found at Columbine is located downstairs by the kindergarten classrooms. Items left in the Lost and Found will be given to a service organization on the last afternoon before all breaks or as space requires.

LIBRARY

Students "walking-in" outside of their scheduled library time need a library pass from their teacher. Books may be checked out for both school research and for pleasure reading; students are responsible for returning any items by their due dates. If a library item is lost or damaged, the student must pay the replacement cost (parents will receive a bill for the replacement cost).

Additionally, students are encouraged to obtain a public library card as part of their school supplies. Having a public library card gives students access to the wealth of information and databases from the public library. The library strictly adheres to copyright guidelines and, as such, video checkout is restricted to teacher-use only. Public Library link - <http://rampart.colibraries.org/>

HEALTH SERVICES

Columbine Elementary School has a part-time school nurse. Secretaries also care for sick or injured students when needed. Parents should report any accidents or illnesses to a teacher or to the office. The school staff may give medication, prescription or over the counter, only with specific written instructions from a doctor. If it becomes necessary for a student to take medication at school these steps must be followed:

2. A signed note from the parent must be presented to the office.
3. A written order from your physician stating medication, dosage and times to be administered must accompany parent permission.

Medication must be in its original labeled container. All medication will be kept at and dispensed through the main office or nurse's office

LUNCH

Children may bring lunch from home or may eat a school lunch. One breakfast and lunch per day is free of charge this year. All food services in the Woodland Park School District are contracted through Chartwells Food Service. Extra lunch and milk credits may be purchased online through Infinite Campus, by depositing a check to Chartwells in the box by the library doors, or during scheduled lunch times in the cafeteria. Questions concerning your child's meal credits may be answered by calling 686-2036.

REPORT CARDS

Report cards are issued each quarter with Parent-Teacher Conferences scheduled at the end of the first and third quarters. Parent-Teacher Conferences are very important at Columbine and are scheduled for each child. We encourage 100 percent parent attendance at each conference.

HOMEWORK PHILOSOPHY

Every family desires successful school and life experiences for their children. During the school day, children learn and grow in a rigorous, academic environment. After school, children need time with family and friends, to play, relax, and exercise.

Much research indicates that traditional homework completion does not greatly impact academic achievement at the elementary level in literacy, science and social studies. Research does indicate that home and school environments provide the

following indicators of academic and life success:

- expansive vocabulary (conversation and reading is a strong predictor of reading/writing success)
- a wide variety of experiences (background knowledge is a strong predictor of academic success)
- creativity and problem solving
- habits of mind and body (physical activity, work habits, character)
- curiosity

PRACTICE

Therefore, we rarely require traditional paper/pencil homework (outside of mathematics). Instead, we passionately encourage families to:

- READ (aloud as a family, independently, books, magazines, etc)
- WRITE (thank-you notes, cards, letters, stories, poems, plays)
- PROBLEM SOLVE (play games, cook, build, measure, count forward & backward, by 2's, 5's, 10's, memorize math facts, occasional skill practice)
- CREATE (play, draw, paint, dance, put on plays, sing, cook, build, dig)
- EXPLORE (play in your house, your yard, your town, your state; visit museums, libraries, performances; research your interests)

Teachers will communicate current skill work in their bi-weekly newsletters posted on the Columbine website (including spelling, vocabulary, math). Please practice these skills as needed at home. In addition, quarterly skills are posted by grade level on the Columbine website.

Occasionally, teachers will ask your child to complete the following:

- Mathematics skill practice
- Work not finished in class
- Corrections to assignments &/or assessments
- Extra practice in an area of need
- Optional enrichment

Any work completed at home must meet the following expectations: neat handwriting-including math, correct spelling, and complete sentences.

ATMOSPHERE AT COLUMBINE

THE HALLWAYS OF COLUMBINE

The hallways of Columbine should reflect the calm respectful standards that we value. It should look and sound as follows:

- Student greeters welcome everyone into our building after the first bell.
- Classical music is played on the intercom. It can be heard at all times, whether there are children in the halls or not.
- Staff members model to students how to walk quietly on the right hand side of the hall; they lead the line and use the door on the right when entering and leaving.
- You can hear polite words like, "Thank you", "Please", and "Excuse me". The right of way is given to anyone moving in a wheelchair.
- Staff members stand at their doors or in the halls before and after school to provide a supportive presence.
- Students have passes when using the restroom or telephone during the day.
- Hats are not worn inside the building.

THE PLAYGROUND OF COLUMBINE

Students are respectful of the adults, each other and their school facilities. They interact positively with each other, follow the directions of the staff, treat trees and other assets with respect. Students make safe choices for themselves and others to:

- Use equipment for its designed purpose and follow playground rules
- Leave all personal sports equipment at home (metal or wooden bats, hard balls, etc.). Columbine will provide appropriate equipment for school use.
- Leave rocks, sticks and snowballs on the ground
- Tackling games are not permitted at Columbine

THE SIDEWALKS OF COLUMBINE

Our sidewalks have a "walking speed limit".

THE CAFETERIA OF COLUMBINE

The purpose of the lunch period is to eat a healthy lunch while practicing social skills with peers. Students:

- Eat lunch in the cafeteria area

- Walk in the lunchroom, sit down to eat, and use inside voices
- Clean up after themselves and others
- Remain in their seats and talk quietly until dismissed to line up.

If your child is having difficulty in any environment at Columbine, you can expect to be notified by your child's teacher, the school counselor, or the principal.

STUDENT CONDUCT

In accordance with applicable law and District policy concerning student suspensions, expulsions and other disciplinary interventions, the principal or designee may suspend or recommend expulsion of a student who engages in one or more of the following activities while in school buildings, on District property, when being transported in vehicles dispatched by the District or one of its schools, during a school-sponsored or District-sponsored activity or event, and off District property when the conduct has a nexus to school or any District curricular or non-curricular event.

1. Causing or attempting to cause damage to District property or stealing or attempting to steal District property.
2. Causing or attempting to cause damage to private property or stealing or attempting to steal private property.
3. Willful destruction or defacing of District property.
4. Commission of any act which if committed by an adult would be robbery or assault as defined by state law.
5. Committing extortion, coercion or blackmail, i.e., obtaining money or other objects of value from an unwilling person or forcing an individual to act through the use of force or threat of force.
6. Engaging in verbal abuse, i.e., name calling, ethnic or racial slurs, either orally or in writing or derogatory statements addressed publicly to an individual or group that precipitate disruption of the District or school program or incite violence.
7. Engaging in "hazing" activities, i.e., forcing prolonged physical activity, forcing excessive consumption of any substance, forcing prolonged deprivation of sleep, food, or drink, or any other behavior which recklessly endangers the health or safety of an individual for purposes of initiation into any student group.
8. Violation of the District's policy on bullying prevention and education.
9. Violation of criminal law which has an effect on the District or on the general safety or welfare of students or staff.
10. Violation of any District policy or regulations, or established school rules.

11. Violation of the District's policy on weapons in the schools. Expulsion shall be mandatory for bringing or possessing a firearm, in accordance with federal law.
12. Violation of the District's policy on student conduct involving drugs and alcohol
13. Violation of the District's violent and aggressive behavior policy.
14. Violation of the District's tobacco-free schools policy.
15. Violation of the District's policies prohibiting sexual or other harassment.
16. Violation of the District's policy on nondiscrimination.
17. Violation of the District's dress code policy.
18. Violation of the District's policy on gangs and gang-like activity.
19. Throwing objects, unless part of a supervised school activity, that can or do cause bodily injury or damage to property.
20. Directing profanity, vulgar language or obscene gestures toward other students, school personnel or others.
21. Lying or giving false information, either verbally or in writing, to a District employee.
22. Engaging in scholastic dishonesty, which includes but is not limited to cheating on a test, plagiarism or unauthorized collaboration with another person in preparing written work.
23. Making a false accusation of criminal activity against a district employee to law enforcement or to the district.
24. Behavior on or off school property that is detrimental to the welfare or safety of other students or school personnel, including behavior that creates a threat of physical harm to the student exhibiting the behavior or to one or more other students.
25. Repeated interference with the District's ability to provide educational opportunities to other students.
26. Continued willful disobedience or open and persistent defiance of proper authority including deliberate refusal to obey a member of the District staff.

WPSD

Woodland Park School District Re-2 does not unlawfully discriminate against otherwise qualified students, employees, applicants for employment, or members of the public on the basis of disability, race, creed, color, sex, sexual orientation, gender identity, gender expression, marital status, national origin, ancestry, or need for special education services. Discrimination against employees and applicants for employment based on age, genetic information, and conditions related to pregnancy or childbirth; is also prohibited in accordance with state and/or federal law. UPDATE 1/17/22