



A Guide to Discrimination Appeals

6–7:15pm
September 29, 2025
OSPI's Equity and Civil Rights Office

Presenter

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Associate Director and Program Attorney

Objectives

By the end of this training, participants will be able to:

- Identify the state law and district procedure that governs discrimination complaints in Washington's public K–12 schools.
- Define five key terms: discrimination, protected class, discriminatory harassment, hostile environment, and harassment, intimidation, and bullying (HIB)
- Understand the school board's legal obligation to:
 - Ensure that discrimination appeals are properly conducted pursuant to state law and the district's discrimination complaint procedure; and
 - Review the district's Level 1 response to determine if it complies with state law and the district's discrimination complaint procedure.
- Identify best practices that should be considered when conducting a discrimination appeal.

Agenda

6-6:15pm	Introduction Background and Context <ul style="list-style-type: none">• State law and district procedure• Key terms
6:15–7:15pm	Discrimination Appeals <ul style="list-style-type: none">• Overview of the discrimination complaint procedure• Board's role and responsibilities when conducting an appeal<ul style="list-style-type: none">○ Ensuring the appeal is properly conducted○ Reviewing the district's Level 1 response• Best practices
7:15pm	Adjournment

*Questions are encouraged throughout!