



Non-Discrimination Statement

Summit Public Schools (“Summit”) is committed to providing a learning environment free of unlawful discrimination, harassment, intimidation and bullying. Summit will provide equal educational opportunity and treatment for all students in all aspects of the academic and activities program.

No student shall be subjected to discrimination on the basis of actual or perceived disability, gender, gender identity, gender expression, nationality, race or ethnicity, religion, sexual orientation, or any other characteristic that is contained in the definition of hate crimes set forth in Section 422.55 of the Penal Code, including immigration status, in any program or activity conducted by or on behalf of Summit.

Discrimination includes different treatment on the basis of a protected category in the context of an educational program or activity without a legitimate nondiscriminatory reason and interferes with or limits the individual’s ability to participate in or benefit from the services, activities, or privileges by Summit. Conduct against any student that is based on one of the categories listed above that is sufficiently severe, persistent or pervasive as to limit or deny the student’s ability to participate in or benefit from Summit’s course offerings; educational programming or any activity will not be tolerated.

When a Summit employee knows or reasonably should know, that discrimination, harassment, intimidation, and/or bullying is occurring or has occurred, such employee is required to take prompt and effective steps reasonably calculated to end harassment, prevent its recurrence, and remedy its effects.

Once a school or home office has notice of discriminatory, harassing, intimidating, or bullying conduct, whether carried out by employees, students, or third parties, it should take immediate and appropriate steps to investigate or otherwise determine what occurred and take prompt and effective steps reasonably calculated to end the conduct, eliminate a hostile environment, if one has been created and prevent the conduct from occurring again. These steps should be taken whether or not an individual makes a complaint or asks the school or office to take action.

This nondiscrimination policy applies to all acts related to school activity or school attendance within any school or office operating by Summit Public Schools.

Prohibition of Hate Crimes

In order to create a safe learning environment for all students, Summit desires to protect the right of every student to be free from hate-motivated behavior.

The term “hate violence” means any act punishable under Section 422.6, 422.7, or 422.75 of the Penal Code. (Education Code Section 233). In general, “hate violence” is the commission of any crime, which is accompanied by an expression of hostility against a person or property or institution because of the victim’s real or perceived race, color, religion, ancestry, national origin,

disability, gender, or sexual orientation. Specifically prohibited is the use of force or the threatened use of force to willfully injure, intimidate, interfere with, or oppress any person in the free exercise of enjoyment of any right or privilege secured to them by the Constitution or laws of the State of California and the United States.

Grievance Procedures

Any student who believes they are a victim of hate-motivated behavior shall immediately contact the Executive Director and/or Compliance Officer. Upon receiving such a complaint, the Executive Director and/or Compliance Officer shall immediately investigate the complaint in accordance with the Uniform Complaint Procedures. A student who has been found to have demonstrated hate-motivated behavior may be subject to discipline in accordance with law and Summit’s policies and procedures.

Staff who receive notice of hate-motivated behavior or personally observe such behavior shall notify the Executive Director and/or Compliance Officer and/or law enforcement, as appropriate. As necessary, Summit Public Schools will provide counseling, guidance, and support to students who are victims of hate-motivated behavior and to students who exhibit such behavior.

SPS California Schools Compliance Officers

The list below sets forth the compliance officer designated to receive and investigate complaints (if any) related to discrimination for each school site and will be updated from time to time:

School	Compliance Officer and Contact Information
Summit Public School: Denali (Grades 9-12)	Kevin Bock Executive Director 824 San Aleso Ave. Sunnyvale, CA 94085 Phone: (669) 721-2646 Email: kbock@summitps.org
Summit Public School: Denali (Grades 6-8)	William Kim Executive Director 539 E Weddell Drive Sunnyvale, California 94089 Phone: (669) 721-2646 Email: wkim@summitps.org
Everest Public High School	Jimmy Zuniga Executive Director 455 5th Avenue Redwood City, California 94063 Phone: (650) 366-1050 Email: jzuniga@summitps.org
Summit Public School: K2 (Grades 9-12)	Mark Rizkallah Executive Director 1800 Elm Street El Cerrito, California 94530

	Phone: (510) 374-4093 Email: mrizkallah@summitps.org
Summit Public School: K2 (Grades 6-8)	Kacy Robinson Executive Director 1800 Elm Street El Cerrito, California 94530 Phone: (510) 374-4093 Email: krobinson@summitps.org
Summit Public School: Tamalpais (Grades 9-12)	Jareem Gunter Executive Director 3020 Hilltop Mall Road Richmond, California 94806 Phone: (510) 374-4185 Email: jgunter@summitps.org
Summit Public School: Tamalpais (Grades 6-8)	Joi Jackson Executive Director 3020 Hilltop Mall Road Richmond, California 94806 Phone: (510) 374-4185 Email: jjackson@summitps.org
Summit Public School: Shasta	Wren Maletsky Executive Director 905 Campus Dr. Daly City, California 94015 Phone: (415) 799-4719 Email: wmaletsky@summitps.org
Summit Preparatory Charter School	Cady Ching Executive Director 890 Broadway St. Redwood City, California 94063 Phone: (650) 556-1110 Email: cching@summitps.org
Summit Public School: Tahoma	Jonathan Stewart Executive Director 285 Blossom Hill Road San Jose, California 95123 Phone: (408) 729 -1981 Email: jstewart@summitps.org

Home Office Compliance Officer

The list below sets forth the compliance officer designated to receive and investigate complaints (if any) related to discrimination for Summit Public Schools:

Site	Compliance Officer and Contact Information
Home Office	Keith Cantrelle (Conflict Resolution Advisor) Summit Public Schools 780 Broadway Redwood City, California 94063 kcantrelle@summitps.org Phone: (650) 257-9878 Fax: (650) 517-8356

The Superintendent or his/her designee shall ensure that Summit employees designated to investigate complaints are knowledgeable about laws and programs for which they are responsible. Such employees may have access to legal counsel as determined by the Superintendent or designee.

Guidance for Filing Complaints (California Department of Education)

When filing a complaint of discrimination, harassment, intimidation or bullying, the California Department of Education suggests the following:

- Make sure the law applies to the situation you are complaining about; to constitute discrimination, harassment, intimidation or bullying, the school's actions must be based on one or more of the listed protected classes (disability, gender, gender identity, gender expression, nationality, race or ethnicity, religion, sexual orientation); the school's action must also adversely affect the student;
- Explain why it is discrimination, harassment, intimidation or bullying based on a protected class; provide as much specific documentation and information as possible, including the names and contact information of any witnesses.
- Explain what you would like to have happen as a result of the complaint; give your name, address and telephone numbers where you can be reached.