



CDE Federal Program Monitoring 2016–17 Civil Rights Review (CRR)

A. Administrative

CRR 01: Continuous Nondiscrimination Notice

A district/school must take continuing steps to notify participants, beneficiaries, applicants, elementary and secondary school parents, employees (including those with impaired vision or hearing), and unions or professional organizations holding collective bargaining or professional agreements with the district/school that it does not discriminate on the basis of race, color, national origin, sex, or disability.

1.1 A variety of district/school publications notifies applicants, students, employees and parents that it does not discriminate on the basis of race, color, national origin, sex, or disability.

Title IX; 34 Code of Federal Regulations (CFR) § 106.9

504: 34 CFR § 104.8

Title IV, 34 CFR § 100.6(d)

Related California laws provide added protection on the basis of actual or perceived ancestry, age, gender, gender identity, gender expression, ethnicity, religion, sexual orientation, or association with a person or a group with one or more of these actual or perceived characteristics:

Related California legal citations:

Education Code (EC) §§ 200 and 220

California Code of Regulations (CCR), Title 5, § §4622, 4960(b), 4900 et seq.

CRR 02: Persons Responsible For Coordinating 504, Title II, Title IX and CCR Title 5

(a) Each district/school shall designate at least one employee to coordinate its efforts to comply with and carry out its responsibilities under 504, Title II, and Title IX. and CCR, Title 5 §4621(b)

(b) The district/school must notify students and employees of the name or title, office address, and phone number of the designated employee(s).

Title IX: 34 CFR § 106.8(a)

504: 34 CFR § 104.7(a)

Title II: 28 CFR § 35.107(a)

Related California legal citations:

CCR, Title 5, § 4961

2.1 District/school assigned a person(s) to coordinate 504, Title II, Title IX activities and CCR, Title 5. This (these) person(s) must be aware of their duties and responsibilities and have the training necessary to carry out their responsibilities.

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2.2 District/school lists coordinators of 504, Title II, Title IX and CCR Title 5 with their name/title, address, and phone number in the notice of nondiscrimination.

CRR 03: Annual Public Notification

(a) Prior to the beginning of each school year, districts and schools must advise students, parents, employees and general public that all Career Technical Education (CTE) opportunities will be offered regardless of race, color, national origin, sex or disability.

(b) If the subrecipients services area contains a community of national origin minority person with limited English language skills, public notification materials must be disseminated to that community in its language and must take steps to ensure that the lack of English language skills will not be a barrier to admission and participation in career and technical education programs.

(c) The notice must include a brief summary of program offerings and admission criteria and the name, office address, and phone number of persons designated to coordinate Title IX and Section 504 compliance activity.

Guidelines: 34 CFR § 100 Appendix B (IV-O).

Related California laws provide added protection on the basis of actual or perceived ancestry, age, gender, gender identity, gender expression, ethnicity, religion, sexual orientation, or association with a person or a group with one or more of these actual or perceived characteristics:

CCR, Title 5, §§ 4622, 4961 et seq.

EC §§ 200 and 220

3.1 District/school issues annual public notice of nondiscrimination.

3.2 The notice also is disseminated in the language of any national origin minority community in the service area.

3.3 Annual notice lists coordinators of Section 504/ADA, Title IX, and CCR Title 5 with their name/title, address, and phone number.

CRR 04: Grievance Procedure

(a) A district/school shall adopt and publish a grievance procedure providing for prompt and equitable resolution of student and employee complaints alleging any discrimination based on sex, or disability.

The focus of this review covers citations of federal laws that provide protection on the basis of race, color, national origin, sex, or disability.

Title II: 28 CFR § 35.107(b)

Title IX: 34 CFR § 106.8(b)

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504: 34 CFR § 104.7(b)

Related California laws provide added protection on the basis of actual or perceived ancestry, age, gender, gender identity, gender expression, ethnicity, religion, sexual orientation, or association with a person or a group with one or more of these actual or perceived characteristics.

(b) All complaints or allegations of discrimination will be kept confidential during any informal and/or formal complaint procedures except when disclosure is necessary during the course of an investigation, in order to take subsequent remedial action and to conduct ongoing monitoring.

(c) Harassment on the basis of sex, sexual orientation, gender, ethnic group identification, race, ancestry, national origin, religion, color, or mental or physical disability is a form of discrimination, and as such, may result in disciplinary or other action taken by the local agency. In the case of an employee, such disciplinary action may include termination.

CCR, Title 5, §§ 4621, 4960 et seq.

EC §§ 200 and 220

4.1 District/school notifies students and employees that there is a grievance procedure for persons who feel they have been discriminated against based on sex, disability or any provision of 5 CCR, Title 5, Chapter 5.3.

4.2 The procedure is readily available to students and employees and it is prompt and equitable.

4.3 District/school notifies students and employees that harassment is a form of discrimination subject to disciplinary consequences.

B. Site Location and Student Eligibility Criteria

CRR 05: Student Eligibility

District/school may not develop, impose, maintain, approve, or implement student admission eligibility criteria that discriminate on the basis of race, color, national origin, sex or disability.

Guidelines: 34 CFR § 100 Appendix B (IV-A)

Related California laws provide added protection on the basis of actual or perceived ancestry, age, gender, gender identity, gender expression, ethnicity, religion, sexual orientation, or association with a person or a group with one or more of these actual or perceived characteristics.

CCR, Title 5, §§ 4920-27

EC §§ 200, 220 and 221.5

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5.1 Student eligibility criteria for admission to CTE schools, facilities or programs do not discriminate.

5.2 Programs include interscholastic, intramural, club athletics and extracurricular programs.

CRR 06: Site Selection and Modifications

(a) District/school may not select or approve a site that has the purpose or effect of excluding, segregating, or otherwise discriminating on the basis of race, color, or national origin.

Districts and schools must locate CTE facilities at sites that are readily accessible to both minority and nonminority communities and that do not tend to identify the facility or program as intended for minority or nonminority students.

Guidelines: 34 CFR § 100 Appendix B (IV-B)

(b) A district/school may not add to, modify, or renovate the physical plan of a CTE facility in a manner that creates, maintains, or increases segregation on the basis of race, color, national origin, sex, or disability. The focus of this review covers citations of federal laws that provide protection on the basis of race, color, national origin, sex, or disability.

Guidelines: 34 CFR § 100 Appendix B (IV-D);

Related California laws provide added protection on the basis of actual or perceived ancestry, age, gender, gender identity, gender expression, ethnicity, religion, sexual orientation, or association with a person or a group with one or more of these actual or perceived characteristics.

CCR, Title 5, § 4900 et seq.

EC §§ 200 and 220

6.1 CTE sites are readily accessible to minority and nonminority communities and their location does not have a segregative effect.

6.2 After modification, the CTE site is readily accessible to minority and nonminority communities and the modification does not have a segregative effect.

CRR 07: Residency

A district/school may not establish, approve, or maintain geographic boundaries that unlawfully excludes students on the basis of race, color, or national origin.

Guidelines: 34 CFR § 100 Appendix B (IV-C)

Related California laws provide added protection on the basis of actual or perceived ancestry, age, gender, gender identity, gender expression, ethnicity, religion, sexual orientation, or association with a person or a group with one or more of these actual or perceived characteristics.

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CCR, Title 5, § 4900 et seq.

EC §§ 200 and 220

7.1 Attendance zones do not have the effect of excluding students on the basis of race, color, national origin, ethnic group identification or ancestry.

C. Recruitment

CRR 08: Recruitment Issues

Recruitment activities and materials shall convey the message that all CTE programs are open to all students without regard to race, color, national origin, sex, or disability. Information about career technical education opportunities should be available to all potential students.

Promotional materials should avoid stereotyping.

(1) Districts and schools must conduct their recruitment activities so as not to exclude or limit opportunities on the basis of race, color, national origin, sex, or disability, .

(2) Recruitment materials' description of career and occupational opportunities should not be limited on the basis of race, color, national origin, sex, or disability, .

The focus of this review covers citations of federal laws that provide protection on the basis of race, color, national origin, sex, or disability.

Guidelines: 34 CFR § 100 Appendix B (V-C)

Related California laws provide added protection on the basis of actual or perceived ancestry, age, gender, gender identity, gender expression, ethnicity, religion, sexual orientation, or association with a person or a group with one or more of these actual or perceived characteristics.

CCR, Title 5, § 4900 et seq.

EC §§ 200, 220 and 221.5

(3) To the extent possible, recruiting teams should represent persons of different races, national origins, sexes, and disabilities.

Guidelines: 34 CFR § 100 Appendix B V-C

Ed. Code § 221.5

(4) Districts and schools must ensure that counselors can effectively communicate with students with limited English proficiency and with students with sensory impairments.

Guidelines: 34 CFR § 100 Appendix B V-D

Ed. Code § 221.5

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(5) Districts and schools may not undertake promotional efforts in a manner that creates or perpetuates stereotypes or limitations based on race, color, national origin, sex, or disability. Materials that are part of promotional efforts may not create or perpetuate stereotypes through text or illustration.

Guidelines: 34 CFR § 100 Appendix B V-E

Ed. Code § 221.5

(6) If a district/school's service area contains a community with persons of limited English proficiency, information must be available to that community in its language.

Guidelines: 34 CFR § 100 Appendix B V-E

Ed. Code § 221.5

8.1 All potential students have access to information.

8.2 Outreach efforts are made to underrepresented groups.

8.3 Descriptions of career opportunities are bias-free and free from stereotyping.

8.4 Where possible, persons of differing races, genders, and disability are used for recruiting purposes.

8.5 The content of materials available to other students and their parents is available to students and parents who speak languages other than English.

8.6 Formats other than the printed word are available for students with disabilities.

8.7 Materials and/or media presentations show persons of varying races, male and female, persons with disabilities, and different national origins.

8.8 Process is in place to identify and communicate with language minority communities. Efforts are made to communicate in a commonly understood language.

D. Admissions

CRR 09: Admission

Admission policies, procedures and criteria may not exclude students from CTE programs on the basis of race, color, national origin, sex or disability. Where admissions criteria exclude a disproportionate number of persons of a particular race, color, national origin, sex or persons with disabilities, the criteria should be validated as essential to success in the program. If the school qualifies as an institution of vocation education under Title IX, preadmission inquiries about marital, parental or disability status should be avoided.

(1) A district/school may not assess candidates for admission to CTE programs on the basis of criteria that have the effect of disproportionately excluding persons of a particular race, color, national origin, sex, or disability. If a district/school can demonstrate that such criteria have been validated as essential to participation in a given program and that alternative equally valid criteria that do not have an adverse effect are unavailable, the criteria will be judged

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nondiscriminatory. If such disproportionate exclusion occurs, the criteria or standards must be validated as essential to participation.

Guidelines: 34 CFR § 100 Appendix B (IV-K)

Related California laws provide added protection on the basis of actual or perceived ancestry, age, gender, gender identity, gender expression, ethnicity, religion, sexual orientation, or association with a person or a group with one or more of these actual or perceived characteristics.

CCR, Title 5, § 4900 et seq.

EC §§ 200 and 220

(2) A district/school must not deny access to CTE and academic programs or courses to students with a disability on the basis that employment opportunities in any occupation or profession may be more limited for disabled persons than for nondisabled persons.

504: 34 CFR § 104.33

Guidelines: 34 CFR § 100 Appendix B (IV-N)

Related California legal citations:

CCR, Title 5, § 4900 et seq.

(3) A district/school may not restrict admission to CTE programs because the applicant, as a member of a national origin minority group with limited English language skills, cannot participate in and benefit from CTE to the same extent as students whose primary language is English.

(4) An elementary and secondary school is responsible for identifying applicants with limited English language skills and assessing their ability to participate in Career and Technical Education.

(5) An elementary and secondary school must take steps to open all CTE programs to national origin minority students with limited English proficiency.

Guidelines: 34 CFR § 100 Appendix B (IV-L)

Related California legal citations:

CCR, Title 5, § 4900 et seq.

9.1 Demographics of CTE enrollment are similar to demographics of eligible pool or school provides a legitimate nondiscriminatory rationale.

9.2 Demographics of specific CTE programs are similar to demographics of entire CTE enrollment or school provides a legitimate nondiscriminatory rationale.

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9.3 Admissions procedure, policy, and/or practice for CTE program enrollment avoid criteria that disproportionately exclude persons of a particular race, color, national origin, sex, or disability status.

9.4 Admissions criteria that disproportionately exclude have been validated as essential to participation.

9.5 The agency does not discourage students with disabilities from participating in programs due to potential workplace discrimination.

9.6 District/school has a procedure in place to identify and assess applicants with limited English proficiency.

9.7 LEP enrollment in CTE is proportional to LEP enrollment in the service area

9.8 LEP enrollment in specific CTE programs is proportional to LEP enrollment in CTE overall.

E. Student Financial Assistance

CRR 10: Financial Assistance

Education agencies shall not limit honors, awards, and scholarships to a group on the basis of race, color, national origin, sex, or disability unless such targeting is done to provide opportunities to members of a group that has not traditionally been represented. Outside agencies that provide awards are to be notified of the agency's nondiscrimination policy.

A school district may administer or assist in the administration of scholarships, fellowships, or other forms of financial assistance established pursuant to domestic or foreign will, trust, bequests or similar legal instruments or by acts of a foreign government which require that awards go to a student of a particular sex. However, the overall effect of such restricted awards and scholarships must not lead to discrimination in access to total scholarships on the basis of sex.

Because financial aid is often the stumbling block for those historically underrepresented in postsecondary education, secondary schools should assist all students preparing for postsecondary experiences, including disadvantaged students, to become aware of this requirement.

Materials and information used to notify students of opportunities for financial assistance may not contain certain language that would lead applicants to believe the assistance provided on a discriminatory basis. If a recipient's service area contains a community of national origin minority persons with limited English skills, information on financial assistance must be disseminated to that community in its language. Interviews with the following persons may clarify compliance with this standard: financial aid staff, guidance counselors, department chairs, Title IX Coordinator, 504/ADA Coordinator and bilingual staff. Financial assistance regarding post-secondary opportunities is available to all students regardless of sex, race, color, national origin, or disability.

504: 34 CFR § 100.3(a-b)

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34 CFR § 104.4(a-b)

Title IX: 34 CFR § 106.37(a-b)

Guidelines: 34 CFR § 100 Appendix B (VI-B)

10.1 Data on financial aid demonstrates that there is equitable distribution of financial aid regardless of sex, race, color, national origin or disability

10.2 Appropriate information regarding financial aid for students is made available and high schools assist students to understand and use the material.

F. Career Counseling Programs

CRR 11: Counseling

The focus of this review covers citations of federal laws that provide protection on the basis of race, color, national origin, sex, or disability. Counseling programs may not include steering of students toward particular courses or programs that are “traditional” for the student’s race, color, national origin, sex, or disability. Services and materials related to counseling and recruitment must be free of discrimination and stereotyping in language, content, and illustration.

(1) Districts and schools must ensure that their counseling materials and activities (including student program selection and career/employment selection), promotional, and recruitment efforts do not discriminate on the basis of race, color, sex, or disability.

Title II: 28 CFR § 35.130

Title IX: 34 CFR § 106.36 (a)

504: 34 CFR § 104.33, 104.35

Guidelines: 34 CFR § 100 Appendix B (V-A, V-B, V-C, V-E)

Related California laws provide added protection on the basis of actual or perceived ancestry, age, gender, gender identity, gender expression, ethnicity, religion, sexual orientation, or association with a person or a group with one or more of these actual or perceived characteristics.

CCR, Title 5, § 4900 et seq.

EC §§ 200 and 220

(2) Counselors do not direct students into programs based on their race, color, national origin, sex, disability, sexual orientation, gender, ethnic group identification, ancestry, or religion. Districts and schools must ensure that counselors do not direct or urge any student to enroll in a particular career or program, or measure or predict a student’s prospects for success in any career or program, based upon the student’s race, color, national origin, sex, disability, sexual orientation, gender, ethnic group identification, ancestry, or religion. Districts and schools that use testing or other materials for appraising or counseling students shall not use different materials for student on the basis of their sex or use materials which permit or require different

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treatment of such students unless the different materials cover the same occupations and interest areas and the use of such materials is shown to be essential to eliminate sex bias.

504: 34 CFR § 104.33, 104.35, 104.37

Title IX: 34 CFR § 106.36 (a-b)

Guidelines: 34 CFR § 100 Appendix B (V-B)

Related California legal citations:

CCR, Title 5, § 4900 et seq.

(3) Districts and schools may not counsel students with disabilities toward more restrictive career objectives than students without disabilities with similar abilities and interests.

Guidelines: 34 CFR § 100 Appendix B (V-B)

(4) If disproportionate enrollments occur, efforts must be made to ensure that counseling services and materials are not responsible. Districts and schools must take steps to ensure that any disproportionate enrollment does not result from unlawful discrimination in counseling activities.

Title IX: 34 CFR § 106.36(c)

Guidelines: 34 CFR § 100 Appendix B (V-B)

Related California legal citations:

CCR, Title 5, § 4900 et seq.

District and schools must ensure that counselors can effectively communicate with national origin minority students with limited English language skills and with students who have hearing impairments.

Guidelines: 34 CFR § 100 Appendix B (V-D)

34 CFR §§ 100.3 (a-b)

34 CFR § 104.37(b)

11.1 Written guidance and assessment plans, policies, and procedures that ensure nondiscrimination.

11.2 Evidence of a review schedule.

11.3 CTE program enrollments by sex, race, national origin, and disability are proportionate to enrollment of these groups in the general student population.

11.4 Where enrollments are not proportionate, the institution can furnish a legitimate, nondiscriminatory rationale.

11.5 Students with disabilities have equal access to all programs and classes based on abilities and interests.

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11.6 The district/school has a process in place to identify disproportionate enrollment. When disproportionate enrollment occurs, district/school assess counseling materials and activities to make appropriate revisions or can articulate a legitimate, nondiscriminatory rationale.

G. Services for Students with Disabilities

CRR 12: Services For Students with Disabilities

A qualified person with a disability may not be excluded from, denied benefits of, or subjected to discrimination in any course, program, or activity. A district/school may not restrict access for students with disabilities to schools, programs, services, and activities because of architectural barriers, equipment barriers, the need for related aids and services, or the need for auxiliary aids. Section 504 and ADA Title II are based upon the premise that students with disabilities will be integrated with their nondisabled peers as much as possible. Historically, the assumption was made that persons with disabilities would not be able to function and the able-bodied should not put them in a position where they might be “uncomfortable.” However, research shows that gains made by persons with disabilities in the educational setting are enhanced when they are integrated with the appropriate aids and services.

Interviews with the following persons may clarify compliance with this standard: School administrator, guidance counselors, department chairs, ADA and 504 coordinators, disabled student’s services coordinators, and facilities director. In addition to interviews, a visual inspection of facilities should be conducted.

(1) No qualified person with a disability is excluded from, denied benefits of, or subjected to discrimination in any course, program, service, or activity solely on the basis of disability.

504: 34 CFR § 104.4(a)

Title II: 28 CFR § 35.130(a)

Guidelines: 34 CFR § 100 Appendix B (IV-N)

Related California legal citations:

EC § 200, 220

(2) Students with disabilities must not be excluded from CTE, career, or academic programs, courses, services or activities due to equipment barriers or because necessary related aids and services or auxiliary aids are not available.

504: 34 CFR § 104.4, 104.33

Guidelines: 34 CFR § 100 Appendix B (IV-N)

Related California legal citations:

CCR, Title 5, § 4900 et seq.

3) A district/school that operate an elementary or secondary program or activity must provide a free, appropriate public education (FAPE) to each qualified disabled person in its jurisdiction.

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504: 34 CFR § 104.33

The district/school must have a system in place for the identification, evaluation and educational placement of these disabled persons. Placement decisions must be made by a group of persons, including persons knowledgeable about the child, the meaning of the evaluation, data, and the placement options.

504: 34 CFR § 104.33(b), 104.35(c)

The district/school must provide procedural safeguards through which parents or guardians may obtain an impartial review of the evaluation and placement actions.

504: 34 CFR § 104.36

(4) Disabled secondary students must be placed in the regular educational environment of any CTE, academic, physical education, athletic, or other school program or activity to the maximum extent appropriate to their needs with the use of supplementary aids and services.

Guidelines: 34 CFR § 100 Appendix B (VI-A)

Related California legal citations:

CCR, Title 5, § 4900 et seq.

(5) Secondary students with disabilities are placed in a CTE program only when the 504 FAPE requirements for evaluation, placement, and procedural safeguards have been satisfied.

504: 34 § CFR 104.35, 104.36

Guidelines: 34 CFR § 100 Appendix B (VI-A)

12.1 The agency implements policies and procedures ensuring access for students with disabilities to programs, services, and activities.

12.2 The agency provides appropriate aids and services for students with disabilities and does not have policies that limit participation of students with disabilities.

12.3 Any educational institution shall treat pregnancy, child birth, false pregnancy, termination of pregnancy and recovery there from in the same manner and under the same policies as any other temporary disabling condition.

12.4 The FAPE policies and procedures provide for the identification, evaluation, and placement of disabled persons and include procedural safeguards. Evaluation and placement records of individual students with disabilities indicate that placement decisions are fully documented and timely re-evaluations are conducted. Persons who are knowledgeable about placement options in CTE programs participate in CTE placement decisions.

12.5 Students with disabilities enroll in regular academic courses to the maximum extent appropriate to their needs.

12.6 504 plan, placement record or IEP reflects the group's or team's determination that the CTE program is appropriate setting for the individual student.

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H. Accessibility

CRR 13: Existing facility under 504 – Built or altered beginning June 3, 1977, or earlier.

For existing district/school facilities under 504 that were built or altered beginning June 3, 1977 or earlier, a district/school shall operate its program or activity so that when each part is viewed in its entirety, it is “readily accessible” to disabled persons. A district/school is not required to make each of its existing facilities or every part of a facility accessible to and usable by persons with disabilities.

504: 34 CFR § 104.23(b)

13.1

- redesign of equipment
- reassignment of classes or other services to accessible buildings
- assignment of aides to beneficiaries (but no carrying)
- home visits
- alteration of existing facilities and construction of new facilities in conformance with the requirements for new construction or
- any other methods that result in making its program or activity accessible to persons with disabilities

CRR 14: New construction under 504 – Built or altered between June 4, 1977, and January 17, 1991, inclusive.

Each facility or part of a facility constructed by, on behalf of, or for the use of a district/school under 504 that were built or altered between June 4, 1977 and January 17, 1991, inclusive, shall be designed and constructed in such manner that the facility or part of the facility is readily accessible to and usable by persons with disabilities. Conformance with the “American National Standard Specifications for Making Buildings and Facilities Accessible to, and Usable by, the Physically Disabled” published by the American National Standards Institute, Inc. (ANSI A117.1-1961 (R1971) Later versions of ANSI A117.1 do not apply.

504: 34 CFR § 104.23 (prior to January 18, 1991 amendment)

4.1 Grading

4.2 Walks

4.3 Parking lots

5.1 Ramps and gradients

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- 5.2 Entrances
- 5.3 Doors and doorways
- 5.4 Stairs
- 5.5 Floors
- 5.6 Toilet rooms
- 5.7 Water fountains
- 5.8 Public phones
- 5.9 Elevators
- 5.10 Controls
- 5.11 Identification
- 5.12 Warning signals
- 5.13 Hazards

CRR 15: New construction under 504 – Built or altered between January 18, 1991, and January 26, 1992, inclusive. New construction under ADA Title II and 504

Each facility or part of a facility constructed by, on behalf of, or for the use of a district/school or public entity under 504 that were built or altered between January 18, 1991, and January 26, 1992, inclusive, shall be designed and constructed in such manner that the facility or part of the facility is readily accessible to and usable by persons with disabilities. Conformance with the Uniform Federal Accessibility Standards (UFAS) (Appendix A to 41 CFR § 101.19.6). Departures from particular technical and scoping requirements permitted where substantially equivalent or greater access to and usability of the building is provided.

Title II: 28 CFR § 35.151

504: 34 CFR § 104.23

- 4.1 Minimum requirements
- 4.2 Space allowance and reach ranges
- 4.3 Accessible route
- 4.4 Protruding objects
- 4.5 Ground and floor surfaces
- 4.6 Parking and passenger loading zones
- 4.7 Curb ramps

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- 4.8 Ramps
- 4.9 Stairs
- 4.10 Elevators
- 4.11 Platform lifts
- 4.12 Windows
- 4.13 Doors
- 4.14 Entrances
- 4.15 Drinking fountains and water coolers
- 4.16 Water closets
- 4.17 Toilet stalls
- 4.18 Urinals
- 4.19 Lavatories and mirrors
- 4.20 Bathtubs
- 4.21 Shower stalls
- 4.22 Toilet rooms
- 4.23 Bathrooms, bathing facilities, and shower rooms
- 4.24 Sinks
- 4.25 Storage
- 4.26 Handrails, grab bars, tub and shower seats
- 4.27 Controls and operating mechanisms
- 4.28 Alarms
- 4.29 Tactile warnings
- 4.30 Signage
- 4.31 Phones
- 4.32 Seating, tables, and work surfaces
- 4.33 Assembly areas
- 4.34 Dwelling units
- Other requirements

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CRR 16: New construction under ADA Title II and 504 – Built after January 26, 1992

Each facility or part of a facility constructed by, on behalf of, or for the use of a district/school or public entity is designed and constructed in such manner that the facility or part of the facility is readily accessible to and usable by persons with disabilities. (Appendix A to 34 CFR § 36). UFAS or the 1991 ADA Standard apply to facilities constructed or altered on or after January 27, 1992 and before September 15, 2010. Departures from particular requirements permitted when it is clearly evident that equivalent access to the facility or part of the facility is thereby provided.

Title II: 28 CFR § 36, Appendix D

504: 34 CFR § 104.23

- 4.1 Minimum requirements
- 4.2 Space allowance and reach ranges
- 4.3 Accessible route
- 4.4 Protruding objects
- 4.5 Ground and floor surfaces
- 4.6 Parking and passenger loading zones
- 4.7 Curb ramps
- 4.8 Ramps
- 4.9 Stairs
- 4.10 Elevators
- 4.11 Platform lifts (wheelchair lifts)
- 4.12 Windows
- 4.13 Doors
- 4.14 Entrances
- 4.15 Drinking fountains and water coolers
- 4.16 Water closets
- 4.17 Toilet stalls
- 4.18 Urinals
- 4.19 Lavatories and mirrors
- 4.20 Bathtubs
- 4.21 Shower stalls

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- 4.22 Toilet rooms
- 4.23 Bathrooms, bathing facilities, and shower rooms
- 4.24 Sinks
- 4.25 Storage
- 4.26 Handrails, grab bars, tub and shower seats
- 4.27 Controls and operating mechanisms
- 4.28 Alarms
- 4.29 Detectable warnings
- 4.30 Signage
- 4.31 Phones
- 4.32 Fixed or built-in seating or tables
- 4.33 Assembly areas
- 4.34 Automatic teller machines
- 4.35 Dressing and fitting rooms
- Other requirements

CRR 17: New construction under ADA Title II and 504 – Built or altered on or after March 15, 2012

Each facility or part of a facility constructed by, on behalf of, or for the use of a district/school or public entity is designed and constructed in such a manner that the facility or part of the facility is readily accessible to and usable by persons with disabilities. Between September 15, 2010 and March 14, 2012, a subrecipient may utilize UFAS, the 1991 ADA Standards or the 2010 ADA Standards. The 2010 ADA Standards apply to facilities constructed on or after March 15, 2012.

Cite 36 CFR Part 1191, Appendices B & D

- 4.1 Minimum requirements
- 4.2 Space allowance and reach ranges
- 4.3 Accessible route
- 4.4 Protruding objects
- 4.5 Ground and floor surfaces
- 4.6 Parking and passenger loading zones
- 4.7 Curb ramps

2016–17 CRR Program Instrument (Continued)

- 4.8 Ramps
- 4.9 Stairs
- 4.10 Elevators
- 4.11 Platform lifts (wheelchair lifts)
- 4.12 Windows
- 4.13 Doors
- 4.14 Entrances
- 4.15 Drinking fountains and water coolers
- 4.16 Water closets
- 4.17 Toilet stalls
- 4.18 Urinals
- 4.19 Lavatories and mirrors
- 4.20 Bathtubs
- 4.21 Shower stalls
- 4.22 Toilet rooms
- 4.23 Bathrooms, bathing facilities, and shower rooms
- 4.24 Sinks
- 4.25 Storage
- 4.26 Handrails, grab bars, tub and shower seats
- 4.27 Controls and operating mechanisms
- 4.28 Alarms
- 4.29 Detectable warnings
- 4.30 Signage
- 4.31 Phones
- 4.32 Fixed or built-in seating or tables
- 4.33 Assembly areas
- 4.34 Automatic teller machines
- 4.35 Dressing and fitting rooms

2016–17 CRR Program Instrument (Continued)

I. Comparable Facilities

CRR 18: Comparable Facilities Issues

Separate facilities for students with disabilities should be similar in quality and convenience to facilities for students without disabilities. Any separate facilities for students with disabilities should be located in similar proximity to the associated classrooms, shops or laboratories.

(1) If separate programs or facilities exist for students with disabilities, they are comparable to those for students without disabilities.

Guidelines: 34 CFR § 100 Appendix B (VI-A)

(2) Separate changing rooms, showers and other facilities for students of one sex should be similar in quality and convenience to the facilities for students of the other sex. Changing rooms, showers, and other facilities for students of one sex are comparable to those provided to students of the other sex.

Title IX: 34 CFR § 106.33

Guidelines: 34 CFR § 100 Appendix B (VI-D)

Related California legal citations:

CCR, Title 5, § 4900 et seq.

18.1 Facilities are comparable.

18.2 Programs are comparable.

18.3 Services are comparable.

18.4 Locker rooms have approximately the same space and amenities for both males and females.

18.5 If there is disparity, the institution provides a legitimate, nondiscriminatory rationale.

18.6 Changing rooms, shower, bathrooms, and other facilities near the CTE areas are comparable for both men and women.

18.7 Persons with disabilities have convenient access to changing facilities and shower facilities.

J. Work/Educational/Job Placement and Apprenticeship

CRR 19: Work Study Cooperative Education, Job Placement, and Apprenticeship Training Issues

An agency not only has the responsibility to provide its services in a nondiscriminatory manner, but it also has the responsibility not to foster discrimination by businesses that provide employment, workplace learning sites or apprenticeship training programs. To be a partner in that discrimination is illegal. Assignments cannot be made or withheld in such programs simply

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because of the sex, race, national origin, or disability of the student. It is also illegal to cooperate with an employer that requests students on the basis of sex, race, color, national origin or disability status. If agencies have written agreements whereby the cooperating worksite indicates that they will not discriminate, it is necessary to review these written agreements to ensure they do not discriminate, and to review the assignments of students presently in such programs and the placement process to see whether any such patterns exist.

(1) Opportunities in work study, cooperative education, job placement and apprenticeship training programs are available equally to all students regardless of race, color, national origin, sex, or disability.

Title VI: 34 CFR § 100.3(b)

Title IX: 34 CFR § 106.31(d)

504: 34 CFR § 104.4(b)

Guidelines: 34 CFR § 100 Appendix B (VII-A)

(2) A district/school that assist employers and prospective employers in making employment opportunities available to any of its students must ensure that the employer does not discriminate on the basis of race, color, national origin, sex, or disability in recruitment, hiring, placement, assignment to work tasks, hours of employment, levels of responsibility, and pay.

Title VI: 34 CFR § 100.3(b)

Title IX: 34 CFR § 106.38

Guidelines: 34 CFR § 100 Appendix B (VII-A)

19.1 Students in the work-study, cooperative education, job placement and apprenticeship training programs are representative of the demographics of the school or program.

19.2 If there is disparity, the institution provides a legitimate, nondiscriminatory rationale.

19.3 Workplace agreements contain an assurance of nondiscrimination that is signed by both the employer and the agency.

19.4 The district/school does not honor any employer's requests for students who are free of disabilities or for students of a particular race, color, national origin, or sex.

CRR 20: Apprenticeship Training Program Issues

In the same way that an employer may not discriminate and the educational agency may not work with any that do discriminate, it also has the responsibility to ensure that entities sponsoring apprenticeship programs such as unions do not discriminate. To be a partner in that discrimination is illegal. Assignments cannot be made or withheld in an apprenticeship program simply because of the sex, race, color, national origin, or disability of the student. A written agreement is recommended whereby the apprenticeship program indicates it will not discriminate on these bases. It is necessary to review apprenticeship assurance forms, the

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assignments of students presently in such programs and the placement process to see whether any such patterns exist.

(3) Schools may not enter into an agreement for the provision or support of apprentice training for students or union members with any labor union or other sponsor that discriminates against its members or applicants on the basis of race, color, national origin, sex, or disability.

Title VI: 34 CFR § 100.3(c)

Title IX: 34 CFR § 106.31(d)

504: 34 CFR § 104.11(a)(4)

Guidelines: 34 CFR § 100 Appendix B (VII-B)

(4) A written agreement between the agency and the labor union or other sponsor includes an assurance of nondiscrimination on the basis of race, color, national origin, sex, or disability.

Guidelines: 34 CFR § 100 Appendix B (VII-B)

20.1 Verification that staff understands this requirement.

20.2 Verification that the staff has not honored any request.

20.3 Written agreement between apprenticeship program and the agency contains the nondiscrimination statement that is signed by both parties.

K. Employment

CRR 21: Employment Issues

Districts/schools are prohibited from engaging in any employment practice that discriminates against any employee or applicant for employment on the basis of sex, disability, race, color, national origin, sexual orientation, gender, ethnic group identification, ancestry, religion, or mental or physical disability. Specific issues include employment policies, recruitment and selection matters, salary establishment and administration, reasonable accommodation, and overcoming the effects of past discrimination.

Suggested Persons to Interview: Personnel Director/Human Resources Director/Human Director, Recruiters or Personnel Staffing Specialists, Affirmative Action Officer, Top Managers, Members of Recruitment and Selection Teams or Committees, Recent hires, Union Officers or Negotiators, Staff who are members of protected groups.

(1) Districts/schools may not engage in any employment practice that discriminates against any employee or applicant for employment on the basis of sex or disability. Districts and schools may not engage in any employment practice that discriminates on the basis of race, color, or national origin if such discrimination tends to result in segregation, exclusion, or other discrimination against students. Districts/schools may not make pre-employment inquiries concerning disability, marital, or parental status.

Title VI: 34 CFR § 100.3(c)

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Title IX: 34 CFR § 106.51-106.61

504: 34 CFR § 104.11, 104.13

Guidelines: 34 CFR § 100 Appendix B (VIII-A)

Related California legal citations:

CCR, Title 5, § 4900 et seq.

(2) The district/school must notify every source of faculty that it does not discriminate on the basis of race, color, national origin, sex, or disability.

Title IX: 34 CFR § 106.51-106.61

504: 34 CFR § 104.14

Guidelines: 34 CFR § 100 Appendix B (VIII-B)

(3) The district/school should establish and maintain faculty salary scales on the basis of the conditions and responsibilities of employment without regard to race, color, national origin, sex, or disability.

Title IX: 34 CFR § 106.51-106.61

504: 34 CFR § 104.11-12

Guidelines: 34 CFR § 100 Appendix B (VIII-D)

(4) District/schools must provide equal employment opportunities for teaching and administrative positions to applicants with disabilities who can perform the essential functions of the positions and make reasonable accommodations for the physical or mental limitations of disabled (otherwise qualified) applicants unless it can be demonstrated that such accommodations would impose undue hardship.

504: 34 CFR § 104.12

Guidelines: 34 CFR § 100 Appendix B (VIII-E)

21.1 District/schools employment practices are conducted without regard to race, color, national origin, sex, or disability of applicants or employees.

21.2 Application forms and materials are free from prohibited questions concerning disability or marital or parental status.

21.3 Agency notifies its sources of faculty that it does not discriminate on the basis of race, color, national origin, sex, or disability.

21.4 Faculty salary scales and policy are based upon the conditions and responsibilities of employment without regard to race, color, national origin, sex, or disability.

21.5 Faculty assignment patterns are nondiscriminatory on the basis of race, color, national origin, sex, or disability.

21.6 Non-faculty salary administration is based upon the conditions of employment without regard to race, color, national origin, sex, or disability.

2016–17 CRR Program Instrument (Continued)

21.7 District/school's employment policies do not unlawfully discriminate against the disabled.

21.8 Disabled persons are employed in teaching and administrative positions and are not treated differently in promotion and tenure decisions.

L. Additional California Non-Discrimination Laws

CRR 22: Sexual Harrassment

District/school shall not sexually harass another person in the work or educational environment. No person from or in the educational or work environment shall retaliate against a complainant, witness, or other person who supports or participates in a sexual harassment investigation.

CCR, Title 5, § 4915-17, 4963

EC § 200, 220, 230(g)

22.1 A variety of district/school Publications notify applicants, students, employees and parents that it prohibits sexual harassment in the work or educational environment, that sexual harassment is a form of sex discrimination and, as such, may result in disciplinary or other action by the school district.

CRR 23: Student Clubs and Extracurricular Activities

District/school may not exclude any person from membership in student clubs regardless of sex, sexual orientation, gender, ethnic group identification, race, ancestry, national origin, religion, color, or mental or physical disability.

CCR, Title 5, § 4925

EC §§ 200, 220

23.1 District/school publications that notify students that it does not discriminate membership in student clubs.

CRR 24: Parental, Family, or Marital Status

District/school may not exclude any person from any program or activity or employment because of actual or potential parental, family, or marital status, or the exclusion of any person because of pregnancy or related conditions.

CCR, Title 5, § 4914

22.1 A variety of district/school publications notifies applicants, students, employees and parents that it does not discriminate on the basis of potential parental, family, or marital status or the exclusion of any person because of pregnancy or related conditions.

2016–17 CRR Program Instrument (Continued)

2016-17 CRR Evidence Requests

Admission criteria

AdmsnCtrr

Description: Admission criteria that encourages participation for all students in all courses and/or programs and activities.

Item Instructions:

Related Items: CRR 11

Admissions policy for CTE programs

AdmsnsPlyCTEPrgms

Description: Documents, or a policy, that address any disproportions in the CTE programs. Upload a copy of any admissions process relating to CTE programs.

Item Instructions:

Related Items: CRR 09

Annual Public Notification

AnlPblcNtfctn

Description: Annual public notification that includes the nondiscrimination notices for programs/activities, and list of the contact information for 504/ADA, Title II, Title IX and Title 5 coordinators.

Item Instructions:

Related Items: CRR 03

2016–17 CRR Program Instrument (Continued)

Apprenticeship Written Agreements

ApntcshpWrtnAgrmnts

Description: Written agreements between the district/school and hiring agency that has a nondiscrimination notice; list of all apprenticeship training programs, work study or job shadowing opportunities.

Item Instructions:

Related Items: CRR 20

Assessment plan with a list of tests administered

AssmntPlnWthLstTstsAdmnstrd

Description: List any assessment plans and tests administered

Item Instructions:

Related Items: CRR 11

Brochures on programs and activities

BrchrsPgmActvts

Description: Brochures related to all programs and activities offered. The brochures must contain the continuous nondiscrimination notice per 1.1.

Item Instructions:

Related Items: CRR 01

2016–17 CRR Program Instrument (Continued)

Brochures on programs and activities

Brchrsprgmactvts

Description: Brochures related to all programs and activities offered. The brochures must contain the continuous nondiscrimination notice per 1.1.

Item Instructions:

Related Items: CRR 01

Calendar of counseling and pre-CTE activities

ClnDrCnslngPrCTEActvts

Description: Counseling guidance materials: written guidance plans, procedures for evaluation and placement of students with/without disabilities, recruitment or promotional materials about CTE programs.

Item Instructions:

Related Items: CRR 11

Comparison of programs and services offered to both students with/without disabilities

CmprsnPrgrmsSrvcsOffrdBthStndtsWthWthtDsblts

Description: Data that shows the number of males, females, and students with disabilities in CTE classes.

Item Instructions:

Related Items: CRR 18

2016–17 CRR Program Instrument (Continued)

Counseling materials

CnsIngMtrls

Description: Counseling materials as they relate to student admissions that demonstrate all students have access to the same opportunities.

Item Instructions:

Related Items: CRR 09

On site review of complaints filed in the last 12 months

CplntsFldLst12Mths

Description: An on site review of all complaints related to sexual harassment filed in the last 12 months. District should not upload any files to this evidence request.

Item Instructions:

Related Items: CRR 22

Curriculum offerings at off campus facilities

CrrclmOffrngsOffCmpsFclts

Description: If applicable.

Item Instructions:

Related Items: CRR 14

2016–17 CRR Program Instrument (Continued)

Catalogs

Ctlgs

Description: Catalogs related to all programs and activities offered.

Item Instructions: CRR 01: Indicate the page number of the continuous nondiscrimination notice per 1.1.
CRR 02: Indicate the page numbers containing the name, title, address and phone number of the Title II, Title V, Title IX and 504 coordinators.

Related Items: CRR 01, CRR 02

Demographics of accepted and rejected applicants by selection criteria

DmgrpchsAccptdRjctdApplcntSlctnCrtr

Description: Enrollment data that show admissions for LEP students, students with disabilities, and other protected groups are proportional to CTE overall, and an explanation of any rejected applicants.

Item Instructions:

Related Items: CRR 09

Demographics of communities surrounding facility

DmgrpchsCmmntsSrrndgFclty

Description: demographics of the surrounding communities.

Item Instructions:

Related Items: CRR 06

2016–17 CRR Program Instrument (Continued)

Disciplinary action taken

DscplnryActnTkn

Description: Any data relating to disciplinary action taken relating to sexual harassment.

Item Instructions:

Related Items: CRR 22

Description of recruitment activities

DscrptnsRcrtmntActvts

Description: Any recruitment team information about CTE programs; pictures that show diversity, written plans to include EL students and how information is available to persons with disabilities.

Item Instructions:

Related Items: CRR 08

District complaint policies and procedures

DstrctCmplntPlcsPrcdrs

Description: A copy of the district's policy/procedure of the complaint process and how the district handles the complaints, including confidentiality measures.

Item Instructions:

Related Items: CRR 04

2016–17 CRR Program Instrument (Continued)

District/school guidelines for students with disabilities

DstrctSchlGdlnsStdntsWthDsblts

Description: Policies/procedures, guidelines that ensure access to CTE for students with disabilities, copy of student handbooks, and any criteria for admission into courses, program, and activities.

Item Instructions:

Related Items: CRR 12

District and school policies regarding parental, family or married persons

DstrctSchlPlcsRgrdngPrntlFmlyMrrdPrsns

Description: Publications, handbooks, job announcements, recruitment materials, web site or newspaper which notifies applicants, students, employees and parents of the policy against discrimination.

Item Instructions:

Related Items: CRR 24

Data on complaints including investigation of complaints alleging discrimination

DtCmplntsInclldngInvstgtnsCmplntsAllgngDscrmntn

Description: Statistical information of the number of complaints alleging any form of discrimination over the last 2 years and the outcome of investigations.

Item Instructions:

Related Items: CRR 04

2016–17 CRR Program Instrument (Continued)

Eligibility and admission criteria

ElgblyAdmssnCrtr

Description: Any policy of admission criteria for CTE programs, school clubs, athletics, or other extra-curricular programs. Policy should contain the notice of non-discrimination per 1.1.

Item Instructions:

Related Items: CRR 05

Employee Job Applications

EmplyJbApplctns

Description: Job application for certificated/classified positions that include the sexual harassment and nondiscrimination policy; information about the Title IX coordinator and recruitment material.

Item Instructions:

Related Items: CRR 21

Employment Policies

EmplymntPlcs

Description: Districts/school policies on employment: handbook; salary scales; copies of questions asked of potential applicants; policy about disabled; and policy against harassment in the workplace.

Item Instructions:

Related Items: CRR 21

2016–17 CRR Program Instrument (Continued)

Enrollment demographics for each facility

EnrlmntDmgrpchsFcty

Description: Enrollment demographics for each facility

Item Instructions:

Related Items: CRR 06

Enrollment data

EnrlmntDt

Description: Copies of enrollment data into CTE programs, including, LEP and students with disabilities. Include demographics by class/program and enrollment forms.

Item Instructions:

Related Items: CRR 11

Evidence of public dissemination of grievance policies and procedures.

EvdncePblcDsmtnGrvncPlcsPrcdrs

Description: Agency/school handbooks, catalogs, education program and activity brochures, agency and school web pages, Educational program posters, employee recruitment materials and applications.

Item Instructions:

Related Items: CRR 04

2016–17 CRR Program Instrument (Continued)

Examples of pre-enrollment counseling

ExmplsPrnrImntCnslng

Description: Give samples of any pre-enrollment counseling.

Item Instructions:

Related Items: CRR 11

Financial aid data and documents

FncIDtDcmnts

Description: Financial assistance documents or forms that show how financial aid is made available and the types of assistance given to students.

Item Instructions: CRR 10: Materials used to notify all students of opportunities and spreadsheet of aid/scholarships awarded in the last year, by gender, IEP, 504, disability, EL status. Redact student identifiers.

Related Items: CRR 10

All Handbooks

Hndbks

Description: A copy of all handbooks which indicates the pages containing the name, title, address and phone number of the Title II, Title V, Title IX and 504 coordinators.

Item Instructions:

Related Items: CRR 02

2016–17 CRR Program Instrument (Continued)

Job Announcements

JbAncmnts

Description: Sample job announcements for classified and certificated positions that contain the nondiscrimination notice per 1.1.

Item Instructions:

Related Items: CRR 01

Job Applications

JbAplctns

Description: Sample job applications for classified and certificated positions that contain the nondiscrimination notice per 1.1.

Item Instructions:

Related Items: CRR 01

Job Description(s)

JobDscptnss

Description: A copy of the job descriptions of the Title II, Title V, Title IX and 504 coordinators at the district and school.

Item Instructions:

Related Items: CRR 02

2016–17 CRR Program Instrument (Continued)

Local newspapers, if used for the annual notification

LclNwspprsFrAnnINtfctn

Description: Local community newspaper that contains the notice of nondiscrimination in all district/school programs per item 1.1, and contact information of all coordinators per item 3.3, if applicable.

Item Instructions:

Related Items: CRR 03

Location and demographics of off campus service areas to the CTE facility

LctnDmgrpchsOffCmpsSrvcsArsCTEFclty

Description: Documents that show where CTE classes are located and the demographics of any facilities that are off campus. If classes are located at an off campus facility, upload map and description of site.

Item Instructions:

Related Items: CRR 07

List and description of extracurricular programs or activities

LstDscptnExtrcrlrPgmsActvts

Description: Copy of list and description of extracurricular programs or activities.

Item Instructions:

Related Items: CRR 23

2016–17 CRR Program Instrument (Continued)

Maintenance records

MntncRcrds

Description: Copy of maintenance records.

Item Instructions: CRR 13: Elevator service dates

Related Items: CRR 13, CRR 14, CRR 15, CRR 16

Maps of attendance zones

MpsAttndcZns

Description: Map of attendance zones.

Item Instructions:

Related Items: CRR 07

Maps showing location of CTE facilities

MpsShwngLctnsCTEFclts

Description: Map of all CTE facilities on campus.

Item Instructions:

Related Items: CRR 06

2016–17 CRR Program Instrument (Continued)

Maps showing location of modified facilities

MpsShwngLctnsMdfdFclts

Description: Descriptions and maps that show before and after modifications to the facilities. Include the name of buildings and dates of modifications and identify any CTE classrooms.

Item Instructions:

Related Items: CRR 06

Posters advertising CTE programs

PstrsAdvtsngCTEPgms

Description: Samples of any posters advertising or announcing all CTE programs and activities offered. The posters must demonstrate the continuous nondiscrimination notice per 1.1.

Item Instructions:

Related Items: CRR 01

Recruitment Plans

RcrtmntPlns

Description: Any recruitment materials: pictures, PowerPoint, brochures, flyers or catalogs that show diversity of persons involved in the activities. Upload forms that advertise recruitment open houses.

Item Instructions:

Related Items: CRR 08

2016–17 CRR Program Instrument (Continued)

Renovation schedules

RnvtnSchdls

Description: Copy of any renovation schedules.

Item Instructions:

Related Items: CRR 13, CRR 14, CRR 15, CRR 16, CRR 17

Review of facilities

RvwFclts

Description: Floor plans of showers, changing rooms and other facilities near or in the CTE areas. Facilities must be comparable for both male and female, and if not, please explain.

Item Instructions:

Related Items: CRR 18

School newspaper

SchlNwspr

Description: A copy of a published school newspaper, if applicable, that contains the nondiscrimination notice.

Item Instructions:

Related Items: CRR 01

2016–17 CRR Program Instrument (Continued)

Services for students with disabilities

SrvcsStdntsWthDsblts

Description: Documentation that show students with disabilities are integrated in the general population; spreadsheets that show the number of students with 504/IEP enrolled in CTE courses.

Item Instructions:

Related Items: CRR 12

Student Applications

StdntAplctns

Description: Any student applications, if applicable, that must contain the nondiscrimination notice per 1.1.

Item Instructions:

Related Items: CRR 01

Student Handbooks

StdntHndbk

Description: A copy of the student handbook which indicates the pages containing the nondiscrimination notice.

Item Instructions:

Related Items: CRR 01

2016–17 CRR Program Instrument (Continued)

Student Job Assignments

StdntJbAssgnmnts

Description: A copy of student job assignments. Redact all student names and personal information.

Item Instructions:

Related Items: CRR 20

Site and floor plans

StFlrPlns

Description: Site plan of school: CTE classes, path of travel, date building was built or modified, a count of general and disabled parking; floor plans of showers, and restrooms, lockers rooms with count.

Item Instructions:

Related Items: CRR 14, CRR 15

Student demographics before and after facility modifications

StndtDmgrpchsBfrAfrFcltyMdfctns

Description: demographics of students before and after facility modifications.

Item Instructions:

Related Items: CRR 06

2016–17 CRR Program Instrument (Continued)

Sexual harassment, employee and student policies

SxIHrsmntEmplyStdntPlcs

Description: The sexual harassment policy for employees and students, how and when information is given, copies of brochures, catalogues, web site, handbooks, posters any forms of advertising the policy.

Item Instructions:

Related Items: CRR 22

Type of aids available for students with disabilities

TypAdsAvlblStdntsDsbllts

Description: A list of aides available for hearing/visually impaired such as: guide dogs, braille, tape recorders, district/school 504, IEP and Special Education policy and contact persons.

Item Instructions:

Related Items: CRR 12

Web posting of Annual Public Notification

WBPstngAnnIPblcNtfctns

Description: A screenshot and link to the district and school web sites which contain the Annual Public Notification.

Item Instructions:

Related Items: CRR 03

2016–17 CRR Program Instrument (Continued)

Web posting of nondiscrimination statement

WbPstngNdscrmntnStmnt

Description: A screenshot and link to the district and school web site that shows the nondiscrimination notice per 1.1.

Item Instructions:

Related Items: CRR 01

Web posting of Title II, V, IX, 504 Coordinators

WbPstngTtIIIVIX504Crdntrs

Description: A screenshot and link to the district and school web sites which contain the name, title, address and phone number of the Title II, Title V, Title IX and 504 coordinators.

Item Instructions:

Related Items: CRR 02

Work orders or contracts indicating construction start dates

WrkOrdrsCntrctsIndctngCnstrctnSrtDts

Description: Work orders/contracts that indicate the construction start date.

Item Instructions:

Related Items: CRR 13, CRR 14, CRR 15, CRR 16, CRR 17

2016–17 CRR Program Instrument (Continued)

Work study, Job Placement, and Apprentice Training Programs

WrkStdyJbPlcmntApprntcTrngPrgrms

Description: Enrollment data of students in these programs and a policy of participation into any apprenticeship/training programs at the district/school. Copy of workability agreement.

Item Instructions:

Related Items: CRR 19

Written nondiscrimination policy and procedures for extracurricular programs or activities

WrtnNndscrmntnPlcyPrcdrExtcrrclrPrgmsActvs

Description: A copy of policies and procedures about student clubs, programs, and activities which include the nondiscrimination notice.

Item Instructions:

Related Items: CRR 23
