



Non-Discrimination Policy

Statement of Lawful Practice

Institutional and program leadership assure that all decisions regarding candidate and mentor admission, retention, and program completion are based on lawful practices.

TIP provides equal opportunities for participation to all qualified persons without unlawful discrimination and/or harassment of candidates, mentors, and instructors on the basis of actual or perceived race, religious creed, color, national origin, ancestry, age, marital status, pregnancy, physical or mental disability, medical condition, genetic information, veteran status, gender, gender identity, gender expression, sex, or sexual orientation.

Furthermore, it is the goal of the SBCEO Teacher Induction Program to recruit, retain, and advance a qualified, effective, diverse teacher candidate pool for the state of California, consistent with the State Superintendent of Public Instruction's mission statement for the CDE:

"California will provide a world-class education for all students, from early childhood to adulthood. The Department of Education serves our state by innovating and collaborating with educators, schools, parents, and community partners. Together, as a team, we prepare students to live, work, and thrive in a multicultural, multilingual, and highly connected world."

Grievance Policies

As a base, all SBCEO Credential Programs refer and follow the Learning to Teach and Lead Continuum as a defensible process for reviewing program expectations and documentation. Additionally, each program establishes, articulates, and ensures ease of accessibility to procedures for application, documentation review, completion verification, extensions, and/or reassignment of candidates and mentors/coaches in the event of unsatisfactory program findings. These policies are made available in written form in Program Guides/Handbooks, available online via program websites, posted in online learning management systems, and presented to all participants during initial program meetings and orientation activities.

All concerns regarding discrimination and/or harassment shall be immediately investigated in accordance with the program grievance and appeal procedures and policy. Steps and personnel in these processes may include and involve those across program leadership and administration in any of the credential programs and institutional governance.