

Savanna School District Expanded Learning Opportunities Program Parent / Student Handbook

**1330 S. Knott Ave
Anaheim, CA 92804
714-484-9026**



2023-2024

Program Overview

Savanna School District Expanded Learning Program Mission

It is the mission of Savanna School District through a partnership with community partners, to offer families the opportunity to extend the learning day to provide a safe place for children after school. We want our students to have access to academic support, and activities in art and sports in a nurturing and safe environment. Savanna School District would like to create an equitable, safe learning environment that provides a safe space after school for all the students in our community. The goal of the district is that our students' learning will be enhanced with added support after school and their lives will be enriched as they are offered experiences that were previously out of reach.

Savanna School District Expanded Learning Program provides a safe learning environment from school dismissal until 6:00 p.m.; the hours when studies show kids are most susceptible to negative influences. The program provides children with a balanced curriculum in which they have an opportunity to do their homework, healthy recreation, character development and different enrichment clubs and activities.

Family involvement is also an essential and significant part of the program. There are opportunities for parents to volunteer, participate in events and utilize parent education resources.

Contact Information

A full-time Expanded Learning Site Leader is assigned to each site. School site numbers will be listed below.

WINGS Program Office (714) 484-9026

Cerritos 714-484-9030

Hansen 714- 484-9031

Holder 714-484-9032

Reid 714-484-9033

Days and Hours of Operation

The schedule for Savanna School District Expanded Learning Program is Monday through Friday from school dismissal until 6:00 p.m.

Intersession programs will be offered from 8:00 a.m. – 5:00 p.m. during Thanksgiving Break and Spring Break. See program calendar for exact dates.

A Summer Program will be offered Monday – Thursday following the dismissal of Summer Academy from 12:00 p.m. – 5:30 p.m. and on Fridays from 8:00 a.m. – 5:30 p.m. during the month of June. See program calendar for exact dates.

Program Goals

There are eight program goals, which include the involvement of the entire school community and are based upon the Quality Standards for Expanded Learning in California.

Goal 1: All students will be in safe and supportive environment to experience diversity, access and equity

Goal 2: All students will be provided engaging learning opportunities

Goal 3: Students will build a variety of skills

Goal 4: Students will take on leadership roles to make a positive impact in their community

Goal 5: Students and families will participate in personal wellness activities

Goal 6: Students will be supported by quality staff who will be trained to perform their duties with skill

Goal 7: Families and community members will participate in education, trainings and events

Goal 8: Collaborative partnerships will provide ongoing support and effective analysis of a continually improving program

Program Activities

The Savanna School District Expanded Learning Program is designed to enhance the regular school day program with activities that emphasize academics and enrichment. Students learn academic concepts through fun and exciting activities which enhance academic performance. In addition, enrichment activities expose students to new experiences and cultural knowledge, build character, promote physical education, and teach life skills.

Our program is designed to inspire passion and creativity in Science, Technology, Engineering, and Math (STEM), Visual and Performing Arts (VAPA), and a wide variety of sports. We know that completing homework at home is also difficult to manage around busy family schedules so we will also provide designated homework time where our group leaders will assist students with assignments, ensuring access to the technology needed for any web-based assignments. An after-school snack and supper will be provided daily.

Clubs

Students will have the chance to discover new interests in STEM & VAPA or dive deeper into those they already enjoy! From working with robots to creating works of art, students will have an after-school experience like no other! There will also be opportunities to join STEM competition teams such as Cyber Patriots (5th & 6th grade), Lego Robotics, and E-Sports (4th – 6th grades).

Sports

We understand that many students are unable to participate in off campus organized sports due to cost, transportation, or time. We will have instruction and skill development in a variety of sports such as basketball, soccer, volleyball, kickball, etc. Each sport will be given a dedicated season for those students who are interested. Those participating must maintain good behavior and academic standing. The sports program offers physical activity with grade-appropriate and culturally appropriate curriculum. Staff members teach lifelong healthy lifestyle habits through physical activity and regular nutrition and character education learning experiences.

Homework Guidelines

Savanna School District Expanded Learning Program staff members supervise a homework period that lasts one hour. While the staff will make sure your child is doing the correct assignment and will help answer questions, homework is the student's responsibility to complete. Parents should review homework with their child at home.

Homework is designed to expand on what students have already learned in the classroom and should take no more than one hour to complete. Please ask your child about his/her homework each day and determine if it is completed. It is important for parents to share the child's homework responsibility. If you believe assignments are too difficult for your child to complete in the time allowed, please check with their regular classroom teacher.

Field Trips

There may be opportunities through the Savanna School District Expanded Learning Program for your child to participate in educational and recreational field trips. You will be notified in advance of the trip details and will be asked to complete a permission slip so that your child may attend. Students who do not return a signed permission slip will not be allowed on the field trip. All students are representing the Savanna School District; student behavior will be taken into account to ensure alignment with the WINGS program goals.

Snack and Supper

The Savanna School District Expanded Learning Program serves an afternoon snack daily and a late afternoon supper. All snacks & supper are prepared in compliance with governing federal and state guidelines to ensure nutritional value. Snacks and supper meals must be consumed at the school site before your student leaves campus.

Any variation in diet is permitted only in accordance with a physician's written order or for religious purposes. Please notify us in writing if your child has any food allergies.

Dress Code

Students must abide by the dress codes of the Savanna School District and the school of attendance, by the authority of the state Education Code (sections 35183, 48900, 48900.5, and 48907). The responsibility for the proper attire of all students attending Savanna School District Expanded Learning Program rests with the parents/guardians.

Computer and Internet Policy

Computer use and Internet access are not rights, but privileges with responsibilities. All families must have read and accepted *Student Internet Use Policy* and the *Parent/Guardian Internet Use Policy and Agreement* in the Savanna School District's student information system prior to using the computers. Staff may revoke these privileges at any time. We expect participants to abide by the general rules of electronic etiquette. Certain behaviors may result in suspension or termination from the program.

Child Safety Statement

In the Savanna School District, we place extreme value on children's emotional well-being and physical safety. We are rigorous in our employee screening and selection process. Interviews, reference checks, fingerprinting, and our Expectations of Staff are all proven-practices to ensure proper staffing.

Once hired, all staff attend a Child Abuse Prevention Training Program, and our management staff receive additional training in this area. Additionally, policy disallows any contact between children and staff outside of Savanna School District programs or facilities.

We ensure proper staffing and knowledge through Savanna School District policies and guidelines that include:

- Staff/Child relationships
- Staff recruitment, training and supervision
- Parent's Rights and Responsibilities
- All Savanna School District staff are mandated reporters of suspected child abuse and are trained in proper reporting procedures to Child Protective Services

Quality of Staff

The strength of our program is the experience, expertise and dedication of our staff. Group Leaders who work with your children take a test to demonstrate their basic skills in reading, mathematics, writing, and spelling. In addition, staff have ongoing training every month, so they understand the basic curriculum and strategies used in the regular classroom. The Savanna School District Expanded Learning Program staff is supported with training, resources and the freedom to create a unique learning environment for the benefit of your children. Many opportunities are provided for the staff to share ideas and grow professionally. Our staff creates a caring and nurturing atmosphere that fosters each child's creativity, positive self-image, and love of learning.

Staffing at each site consists of:

Group Leaders: responsible for providing a safe and nurturing environment for children while implementing age-appropriate academic and enrichment activities.

Site Leader: responsible for providing a safe and nurturing environment for children while implementing age-appropriate academic and enrichment activities. The site lead assumes the Expanded Learning Coordinator's responsibilities in their absence.

Expanded Learning Coordinator: responsible for assuring a high-quality and professional implementation of the after-school program. They can be reached at 714-484-9026.

Enrollment and Attendance Requirements

- All children participating in the WINGS must attend school during the regular school day and must check in to program directly from school. Parents may not sign their student into WINGS on regular school days. The program is for qualified students in transitional kindergarten through sixth grade.
- Priority enrollment will be given to McKinney Vento homeless and foster youth.
- Students are enrolled in the program on a space availability basis. The Expanded Learning Coordinator maintains a waiting list of children on the list; parents will be notified if a space becomes available according to their status on the list.
- We encourage your student to attend the entire program each day. However, we understand that families have individual needs for early release from the program. The reason for an early release must be added to your Procure sign out for that day.

Regular attendance is very important! In order for your child to get the most out of the Savanna School District Expanded Learning Program, it is very important that he or she attend each day he/she is at school; participating for the full program will allow students to enjoy a variety of clubs and have the opportunity to complete homework assignments prior to leaving for the day. Expanded Learning Program staff does not supervise children until they are signed in by after-school program staff at the beginning of the program.

Inconsistent attendance may result in unenrollment from the program to allow waitlisted students to attend. Inconsistent attendance is defined as missing two or more days within a one-week period without proper notification to Site Lead or WINGS Program Office. Refer to page 2 for contact information.

Your Savanna School District Expanded Learning Program staff plans exciting activities for your children daily. They are given one hour of time to work on homework. In addition, special curriculum and enrichment activities are planned toward the end of the day (often between 4:30 and 6:00 p.m.). If students are picked up early, they will miss these important activities on topics such as STEM, VAPA, physical education, and nutrition.

Health

Because of our concern for the health of your child and all other students in the program, the following guidelines have been created. We appreciate your cooperation and compliance.

Students who are ill will not be accepted at the site. All children participating in the Savanna School District Expanded Learning Program must attend school during the regular school day. Students who become ill during the day will be sent home and cannot return for the Expanded Learning Program.

Please keep your child home from school if he/she has:

- had a fever of 100.4 degrees or higher within the previous 24 hours.
- had vomiting or diarrhea within the previous 24 hours.
- an unexplained rash or skin irritation – until cleared to return with a note from doctor.
- red, itchy, watery, or crusty eyes.
- green or yellow drainage from the eyes, ears, or nose.
- a severe headache, stomachache, earache, or sore throat within the previous 24 hours.
- a contagious illness, until cleared to return with a note from your doctor.

If you have any doubts about your child's health, please keep your child home and contact your doctor.

If Your Child Should Get Sick During the Program

In the event your child becomes ill while at the site, you will be promptly notified. We expect that you will come to the site as quickly as possible to take your child home. Savanna School District Expanded Learning Program staff will discuss with you the tentative date your child will return to school and the program.

Our Site Leaders and group leaders provide basic first aid for injuries and illness that occur on our school sites. While we will have nursing staff available in the District throughout the hours of the program, we do not have a clinic on site, and our leaders do not treat diseases and cannot

be a substitute for a personal health care provider. Savanna School District staff members are not allowed to give out any medication unless there is a medication form signed by both the parent and the health care provider. Medication is given to children at school sites only if it must be taken during the hours students are on campus. No child is allowed to carry medication at school unless the health care provider and the District nurse have granted special permission. Specific instructions for medications at school and the medication form are available on the Savanna School District web site and in the school office. Please notify the school if your child is routinely taking medication outside of school hours, since it could affect your child's school performance. Any child who has been sent home from school with a "Report of Medical Referral" for a possible contagious condition must have a note from their health care provider in order to return to school. The parent and child must bring the health care provider's note to the school office.

Absences

Savanna School District Expanded Learning Program staff will obtain a list of the students absent from school each day. If your child will be picked up after school but prior to the Savanna School District Expanded Learning Program, please notify the site as early as possible by calling the Expanded Learning Site Leader. If there is no answer, please leave a message, giving the name of the student and the cause for the absence.

Please note: Savanna School District Expanded Learning Program is not responsible for your child until they check into the program. Transitional kindergarten and kindergarten students will be picked up from their classrooms but all other students are expected to walk to the program check-in area once they are dismissed from school.

Picking Up Your Child

Sign-out Authorization Policy

Please go directly to the designated area at check-out time to sign your child out. No persons other than those whose names appear on the authorized pickup list in Procure will be allowed to sign your child out, and no changes to this list will be accepted by phone. You must add all additional persons authorized to pick up your child in your Procure account. In addition, you will need to give all persons authorized to pick up your child their unique pin identifier.

Child Custody Changes

Any and all child custody changes or agreements must be made known to the school site, WINGS Site Lead and WINGS Program Office. Appropriate court approved agreements must be on file with the school office.

Unless the school has a copy of a court order or restraining order on file at the site, we cannot legally deny a parent or legal guardian the ability to pick up their child. If such an order has been issued, and a copy has been submitted to the school office, the site staff will follow the custody arrangement as specified on the order. The most recent copies of all court orders and restraining orders must be submitted to the school office immediately.

Sign-out Procedures

- The authorized person **MUST** present a picture ID to the Savanna School District Expanded Learning Program staff member supervising the sign out location. If staff do not know or recognize the person picking up your child, they will ask for ID and the person **MUST** present it in order to sign the child out. If the person refuses, becomes irate, or threatens staff in any way, they will be asked to leave the campus immediately and no longer allowed on school grounds.
- When you sign your student out before 5:30, you will be prompted to enter an Early Release code. (Please see the list of Early Release codes in the section below.)

Please remember that once your child is signed out, they are no longer under Savanna School District Expanded Learning Program supervision and may not re-enter campus. The authorized sign out person must supervise the student while on school grounds, including school parking lots.

Early Release Policy

We encourage your student to attend the entire program each day. However, we understand that families have individual needs for early release from the program. The reason for an early release must be marked when signing your student out prior to 5:30 each day.

The following codes are acceptable for early release:

1. Off-site enrichment programs or team sport
2. Family emergency
3. Medical appointment
4. Transportation
5. Child/Accident/Injury/Illness
6. Safety Issues (darkness, weather)
7. Scheduling Conflict
8. Other (state reason on sign out sheet)

Late Sign-out Policy

Sites close at 6:00 p.m. daily. All students are to be signed out by 6:00 p.m. daily. In the event you are going to be late, notify the Program Site Leader immediately. At 6:15 p.m., the Program Site Leader will call authorized persons to pick up your child. If we are unable to locate anyone to pick up your child, we will notify the authorities at 6:30 p.m. and your child will be taken to the police station.

We know that emergencies and situations may arise which may prevent you from picking up your child on time. If you will be late, please call the site phone number **before 5:45 p.m.** (Site Phone numbers are listed on page 2 under 'Contact Information') Please tell the Program Site Leader your estimated time of arrival. This will help to minimize any unnecessary concerns. Please remember that if a pattern of late pick-ups becomes evident, your child may be removed from the program.

There is a \$10 Late Pick Up fee for each child picked up between 6:00 p.m. and 6:05 p.m. as well as an additional charge of \$1.00 for each minute thereafter.

Emergency Procedure and Disaster Plan

In the event of an emergency or natural disaster, all students will be kept with the Savanna School District Expanded Learning Program staff until authorized people pick them up. If the program must relocate to another facility, a note in a visible location will be posted for your information.

Program Fees

Savanna School District Expanded Learning Program is partially funded by the State of California with priority given to students who are homeless or foster youth or who meet income eligibility. There will be no charge for students who meet the qualifications set up by the state. This includes homeless or foster youth, low-income students, or students designated as English Learners. Low-income eligibility is based on the Income Survey parents are asked to complete during registration. If your child does not fall into one of these categories, a fee of **\$50 per month per student will be charged**, a low amount considering the cost of other programs that provide a safe after-school learning environment. All program fees are paid prior to the beginning of each month, regardless of whether your child attends every day. Monthly fees remain the same and do not increase on longer school days. Check with your Site Leader if you have any questions regarding fees.

Collection of Program Fees

Checks should be made payable to **Savanna School District**, placed into an envelope and turned in to the Site Leader no later than the first of the month.

Returned Checks & ACH Transactions

There will be a \$35.00 service charge for all checks returned by the bank or declined ACH transactions for incurred cost. The original amount of the check and the returned check/ACH declined transaction fee are due in cash or by money order within forty-eight hours of notification. In the event we receive two returned checks from the bank, you will be required to pay by cash in the future.

Invoices and Receipts

You will receive an invoice by the 15th of the month prior to the month your student will be attending. Please make your payment soon after receiving it. Hand-written receipts will be provided as your payment is received. A year-end total of expenses can be printed from your Procure account. Please keep all receipts for your records.

Communication

It is vitally important that you, as a parent or guardian, communicate your needs and desires regarding your child's development openly and honestly with your child's program staff. Families are encouraged to share personal interests including hobbies, talents, cultural backgrounds, favorite recipes, etc. Parent communication is valued and encouraged.

Parent/Guardian Concerns

If you have any problem or concern about our operation or your child's progress, please contact the Site Leader or call the Expanded Learning Coordinator at the Savanna School District Office at (714) 484-9026. Your concern is our concern.

Personal Property

Cell Phones and Electronic Devices

Savanna School District Expanded Learning Program follows the rules of the school program in regard to cell phones and other electronic devices. All families must have read and accepted the *Student Electronic Signaling Policy* in the school's student information system. Items brought or used on campus in violation of campus or State Department of Education code are not the responsibility of the Savanna School District Expanded Learning Program, employees, or volunteers, and these parties are not responsible and will not pay for lost, stolen, or broken items.

Valuables

Students should not bring money, trading cards, collectibles, expensive clothing or anything of significant value to school. The questions parents and students should ask before bringing valuables to school are, "Will this item attract the attention of others?" and "Will I be overly concerned if this item is lost, stolen or broken?" If the answer is, "Yes," it should not be brought to school.

Confidentiality

Information relating to your child is confidential and will only be released in certain circumstances. As mandated reporters, Savanna School District Expanded Learning Program staff members are required to report suspected child abuse immediately, and may release child and family information to the appropriate authorities. Information will also be released if requested by a subpoena or court order. Otherwise, information will only be released if a parent or legal guardian provides written authorization.

Discipline

One of our goals is to help your child develop a positive self-image. We recognize that children need clearly defined limits set in a non-threatening, yet firm, manner. We encourage children to be self-directed and exhibit self-control. In order to achieve these goals, we apply principles that build individual esteem and avoid any practices which may shame children into submission. Children are provided close supervision, gentle guidance and redirection. When all else fails, we will have the child think about the situation in a "Reflection Time." We DO NOT condone or employ corporal punishment as a means of discipline. Please review with your child the General Rules and Information in your school site's Parent/ Student Handbook and the Student Code of Behavior below.

Student Code of Behavior

As a student in the Savanna School District, I realize that I have the responsibility to exercise self-discipline so that a good learning environment can be maintained and the rights of all individuals are respected. *Duties of Pupils (C.C.R.300)*

I understand that I will be held responsible for understanding and complying with the *School's General Rules listed in the School Handbook* as well as the expectations below. I also understand that, should I violate any part of this code, I will be subject to disciplinary action, which can include suspension and termination from the Savanna School District Expanded Learning Program.

I further understand and agree that I will:

1. Comply with the General Rules listed in the school site's General Rules and Information as listed in the School's Parent Student Handbook.
2. Demonstrate acceptable behavior in the classroom, on the school grounds and on the way to and from school.
3. Follow all directions of the Savanna School District staff, obey the rules and regulations of each classroom and avoid disturbing others.
4. Comply with the school dress code.
5. Make every possible effort to complete work assigned.
6. Attend the program on time and every day.
7. At no time make any threat to commit, attempt to commit, or commit any physical violence against school personnel or other students.
8. At no time bring any knife, toy or real gun or any other weapon on to the school campus.
9. At no time deface, damage, destroy, steal or litter school district property or the property of other persons.
10. At no time use profane or vulgar language or make obscene or suggestive gestures.
11. At no time loiter on or near school grounds when the program or school is not in session.
12. At no time use, possess or distribute tobacco, alcohol, narcotics, intoxicants or any controlled substance on a school campus or at times when I am under the jurisdiction of the school.
13. At no time possess or distribute "look-alike" drug substances or drug paraphernalia.
14. At no time commit sexual harassment.
15. At no time cause, attempt to cause, threaten to cause or participate in an act of hate or violence.
16. At no time disrespect or violate the rights of others.

All students are reminded that they are subject to comply with the *Student Code of Behavior* at all times while under the jurisdiction of the school. This includes attendance at school functions (whether on or off campus) and while going to and from school.

Disciplinary Process

If the above *Student Code of Behavior* is not adhered to, the following process will be implemented:

- First step:** Verbal warning.
- Second step:** *Student Discipline Form (Oops Ticket)* to be completed by program staff, then to be reviewed and signed by parent/ legal guardian.
- Third step:** Suspension from the program. Length of suspension will vary depending on the severity of the incident. Parent/ legal guardian and program staff conference must occur prior to student returning to the program. (The school principal is notified.)
- Fourth Step:** Immediate removal from Expanded Learning Program.

Termination from the Program

The decision to terminate services for a child is made by the WINGS Leadership Team. All decisions are made after careful review of the signed Student Behavior Incident Reports regarding the child, the time frame of the incidents that occurred, and any other supporting documents regarding a child's behavior.

Dismissal from the Program with Same Day Notice

The Savanna WINGS Program reserves the right to dismiss a child from the WINGS after-school program for the following reasons:

1. Parent or legal guardian or child has abusive conduct (including sexual harassment) toward staff members, other children, other families, or property.
2. Parent or legal guardian or child jeopardizes the health or safety of the other children.
3. Parent or legal guardian is uncooperative with staff and/or with operating policies.
4. Child flees or runs away from program staff while on site or away on a field trip.
5. Child violates the privacy of others or commits unsafe actions.

Behavior Agreement

All children and parents of the Savanna School District Expanded Learning Program must agree to the Behavior Agreement in order for the child to participate. By signing the form, the child and parent agree to the terms of the program as outlined in the Expanded Learning Opportunity Parent / Student Handbook.

Adjustments or additions to our policies rarely occur. In the event that there are additions, we will notify you in writing. This handbook is revised annually.

BULLYING/HARASSMENT

The school recognizes the harmful effects of bullying/harassment on student learning and school attendance and desires to provide safe school environments that protect students from physical and emotional harm. District employees shall establish student safety as a high priority and shall not tolerate bullying of any student. No student or group of students shall, through

physical, written, verbal, or other means, harass, sexually harass, threaten, intimidate, cyberbully, cause bodily injury to, or commit hate violence against any other student or school personnel.

Cyberbullying includes the transmission of harassing communications, direct threats, or other harmful texts, sounds, or images on the Internet, social media, or other technologies using a telephone, computer, or any wireless communication device. Cyberbullying also includes breaking into another person's electronic account and assuming that person's identity in order to damage that person's reputation.

Students are encouraged to notify school staff when they are being bullied/harassed or suspect that another student is being victimized. Students may report threats or incidents confidentially and anonymously to school staff. School staff who witness bullying/harassment shall immediately intervene to stop the incident when it is safe to do so.

As appropriate, parents/guardians of victims and perpetrators will be notified. As appropriate, school counselors, mental health counselors, and/or law enforcement may be involved. Complaint Process/Grievance Procedure Complaints of bullying/harassment shall be handled in accordance with the Uniform Complaint Procedure as indicated in this handbook and on the district website.

Any student who engages in bullying/harassment on school premises, or off campus in a manner that causes or is likely to cause a substantial disruption of a school activity or school attendance, shall be subject to discipline, which may include suspension or expulsion, in accordance with District policies and regulations.

SEXUAL HARASSMENT POLICY

The District has developed a policy that does not tolerate sexual discrimination or harassment of any student or adult on campus. The Governing Board prohibits the unlawful sexual harassment of any student by any employee, student, or other person from the District. Any student who engages in the sexual harassment of anyone in or from the District may be subject to disciplinary action. The Board expects students or staff to immediately report incidents of sexual harassment to the principal or designee or to another District administrator. Any student who feels that he/she is being harassed should immediately contact the principal or designee at his/her school. If a situation involving sexual harassment is not promptly remedied by the principal or designee, a complaint of harassment can be filed in accordance with AR1312.3-Uniform Complaint Procedures. The District prohibits retaliatory behavior against any complainant or any participant in the complaint process. Each complaint of sexual harassment shall be promptly investigated in a way that respects the privacy of all parties concerned. Board Policy 5145.7; Education Code 48980(h).

NON-DISCRIMINATION POLICY

Questions or complaints of alleged discrimination, harassment, intimidation and bullying, equity or Title IX equity and compliance concerns should be directed to the Non-Discrimination/Title IX Coordinator at:

Assistant Superintendent
Savanna School District
1330 S. Knott Ave., Anaheim, California 92804
714-236-3800
assistant.superintendent@savsd.org

TITLE IX STATEMENT

The Savanna School District is committed to providing an environment free from discrimination. Title IX of the Education Amendments of 1972 protects individuals from discrimination (including sexual harassment and sexual violence) based on sex in any educational program or activity. Title IX also prohibits retaliation for asserting or otherwise participating in claims of sex discrimination.

For more information, contact the Title IX Coordinator at:

Assistant Superintendent
Savanna School District
1330 S. Knott Ave., Anaheim, California 92804
714-236-3800
assistant.superintendent@savsd.org

The Savanna School District is committed to providing equal opportunity for all individuals in district programs and activities. District programs, activities, and practices shall be free from unlawful discrimination, including discrimination against an individual or group based on race, color, ancestry, nationality, national origin, immigration status, ethnic group identification, ethnicity, age, religion, marital status, pregnancy, parental status, physical or mental disability, sex, sexual orientation, gender, gender identity, gender expression, or genetic information; a perception of one or more of such characteristics; or association with a person or group with one or more of these actual or perceived characteristics.