

## **NONDISCRIMINATION AND EQUAL OPPORTUNITY POLICY**

The National Association of School Psychologists (NASP) is committed to a policy of nondiscrimination and the promotion of equal opportunity, fairness, justice, and respect for all persons. NASP works to ensure that the association, graduate education programs, and settings in which school psychologists work are safe and welcoming and provide equal opportunity to all persons regardless of factual or perceived characteristics, including race, ethnicity, color, religion, ancestry, age, national origin, immigration status, socioeconomic status, language, disability, gender, gender identity, gender expression, sexual orientation, cognitive capabilities, social-emotional skills, developmental level, chronic illness, or any other personal identity or distinguishing characteristic. Discrimination is defined as acting toward people in a manner that results in adverse impact because they share similar characteristics or because they are from specific groups.

NASP's values and standards about nondiscrimination, equal opportunity, fairness, and social justice are described in its 2010 *Standards for Graduate Preparation of School Psychologists*, *Standards for the Credentialing of School Psychologists*, *Model for Comprehensive and Integrated School Psychological Services*, and *Principles for Professional Ethics*. These documents outline NASP's expectations for the provision of high quality, nondiscriminatory, just, and fair school psychological services.

Consistent with the values and standards of NASP, it is the policy of the association that:

- NASP does not engage in or condone actions and policies that discriminate against persons, including students and their families, other recipients of service, graduate students, supervisees, and colleagues. NASP supports policies and actions that promote equal opportunity, justice, fairness, and respect for all persons in all settings.
- NASP promotes awareness and knowledge of how diversity factors may influence child development, behavior, and school learning.
- NASP works to correct practices that are unjustly discriminatory or that deny students, parents, or others their legal rights.
- NASP strives to ensure that all children have equal opportunity to participate in and benefit from school programs and that all students and families have access to and can benefit from school psychological services.
- NASP's nondiscrimination and equal opportunity policy is used to communicate the Association's position and to advocate for nondiscriminatory practices by NASP as an organization and by individual school psychologists. It serves as a recommended model for NASP-affiliated state school psychology associations. It is the basis for implementing procedures within the association that guide initiatives and activities of governance, accreditation of NASP-approved graduate training programs, workgroups, and the national office.

This policy aligns with NASP's mission of identifying appropriate evidence-based education and mental health services for all children; implementing professional practices that are empirically supported, data driven, and culturally competent; promoting professional competence of school psychologists; recognizing the essential components of high quality graduate education and professional development in school psychology; preparing school psychologists to deliver a continuum of services for children, youth, families, and schools; and advocating for the value of school psychological services among other important initiatives.

Adopted by the NASP Delegate Assembly in February 2012.