

**EDUCATIONAL PHILOSOPHY
SERIES 100**

102

TITLE: NON-DISCRIMINATION

Equal educational opportunities shall be available for all students without regard to race, color, national origin, ancestry, sex, gender identity, sexual orientation, ethnicity, age, language barrier, religious beliefs, physical and mental handicap or disability, economic or social conditions, or actual or potential marital or parental status or status as a homeless child. Any student may file a discrimination grievance using the procedure that follows this policy.

The Board of Trustees designate the Superintendent of Schools to be the district Title IX Coordinator, Section 504 Coordinator and the officer responsible for compliance with nondiscrimination and educational equity requirements.

In compliance with federal regulations, the District will notify annually all students, parents, staff, community members, and unions or professional organizations the District holds a collective bargaining agreement with of this policy and the designated coordinator to receive inquiries. Notification should include the name and location of the coordinator, as well as a statement that the District will provide equal access to the Boy Scouts and other designated youth groups. The notification will be provided in all handbooks.

This policy of non-discrimination shall prevail in all aspects of the school program as it pertains to staff, students, the delivery of programs and services, and all business procedures of the school district.

The staff shall be encouraged to establish and maintain an atmosphere designed to instill in students such attitudes and skills as shall contribute to effective and cooperative living, including:

1. Respect for individuals, regardless of such factors as economic status, intellectual ability, race, national origin, religion, sex, or handicapping condition.
2. Respect for the cultural differences which make each ethnic or minority group unique.
3. Respect for the economic, political and social rights and aspirations of others.
4. Respect for the right of others to seek and maintain their own identities.

The Board and staff shall promote good human relationships through the identification and removal of any vestige of prejudice and/or discrimination in practices which:

- relate to the employment, assignment and promotion of personnel
- involve the location and utilization of facilities
- involve the delivery of educational offerings or instructional materials.

The Board and staff shall utilize every available opportunity to cooperate with other institutions and/or agencies in order to assist in the development of and enhancement of human relationships within the context of school district procedures and activities. The Board and staff shall use these cooperative opportunities to develop viable channels of communication for the expression of concerns by citizens and all employees of the school district to the Board of Education.

This District is an equal opportunity provider and employer.

LEGAL REFERENCE:

- Title VII of the Civil Rights Act of 1964 and 1972 amendments to the Act
- Executive Orders 11246, 11375, Title VII of the above
- Office of Federal Contract Compliance Revised Orders 4, 14.
- Equal Employment Opportunity Commission Guidelines on Employee Selection and Discrimination.
- Title IX of the Education Amendments of 1972
- Department of HEW 45-CFR, Parts 81,82
- Civil Rights Restoration Act of 1987
- Title VI of the Civil Rights Act of 1964
- Equal Pay Act of 1972
- Age Discrimination and Employment Act of 1975
- The Idaho Human Rights Act
- Section 503 and 504 of the Rehabilitation Act of 1973
- Americans with Disabilities Act

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