

NONDISCRIMINATION AND
ACCESS TO EQUAL EDUCATIONAL OPPORTUNITY

The Board of Education does not discriminate on the basis of race, color, religion, religious affiliation, national origin, sex, disability, age, marital status, sexual orientation, genetic information, or any other legally protected characteristic, in its programs and activities, including employment opportunities.

Further, it is the policy of this District to provide an equal opportunity for all students, regardless of ~~race, color, creed, disability, religion, gender, ancestry, age, national origin,~~ **race, color, religion, religious affiliation, national origin, sex, disability, age, marital status, sexual orientation, genetic information, or any other legally protected characteristic**, place of residence within the boundaries of the District, or social or economic background, to learn through the curriculum offered in this District.

In order to achieve the aforesaid goal, the Board directs the Superintendent, **or designee**, to:

A. Curriculum Content

review current and proposed courses of study and **instructional materials** ~~textbooks~~ to detect any bias based upon ~~race, color, gender, disability, religion, national origin, ancestry, or culture~~ **race, color, religion, religious affiliation, national origin, sex, disability, age, marital status, sexual orientation, genetic information, or any other legally protected characteristic**; ascertaining whether or not ~~supplemental~~ **instructional** materials, singly or taken as a whole, fairly depict the contribution of both genders, various races, ethnic groups, etc., toward the development of human society;

B. Staff Training

develop an ongoing program of in-service training for school personnel designed to identify and solve problems of ~~color/racial, color, gender, religion us,~~ **religious affiliation, national origin, sex, disability, age, marital status, sexual orientation, genetic information,** ~~cultural,~~ or other bias in all aspects of the program;

C. Student Access

review current and proposed programs, activities, facilities, and practices to ensure that all students have equal access thereto and are not segregated on the basis of ~~race, color, creed, gender, disability, or national origin~~ **race, color, religion, religious affiliation, national origin, sex, disability, age, marital status, sexual orientation, genetic information, or any other legally protected characteristic**, in any duty, work, play, classroom, or school practice, except as may be permitted under State regulations;

D. District Support

ensure that like aspects of the District program receive like support as to staff size and compensation, purchase and maintenance of facilities and equipment, access to such facilities and equipment, and related matters;

E. Student Evaluation

ensure that **assessments** tests, **or** procedures, ~~or guidance and counseling materials, which are~~ designed to evaluate student progress, rate **identify** aptitudes, ~~analyze personality,~~ or in any manner establish or tend to establish a category by which a student may be judged, are not differentiated **biased** or stereotyped on the basis of any legally protected characteristic.

The Superintendent shall appoint and publicize the compliance officer whose responsibility it will be to ensure that Federal and State regulations are complied with and that any inquires or complaints regarding discrimination or equal access are dealt with promptly in accordance with law. S/He shall also ensure that proper notice of nondiscrimination for Title II, Title VI, and VII of the Civil Rights Act of 1964, Title IX of the Education Amendment Act of 1972, Section 504 of the Rehabilitation Act of 1973, and the Age Act is provided to students, their parents, staff members, and the general public.

**BOARD OF EDUCATION
GENEVA COMMUNITY UNIT
SCHOOL DISTRICT #304**

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The Superintendent, **or designee**, shall attempt annually to identify children with disabilities, ages 3-22, who reside in the District but do not receive public education. In addition, s/he shall establish procedures to identify students with limited English proficiency and to assess their ability to participate in District programs.

105 ILCS 5/10-22

105 ILCS 5/10-27-1

23 ILAC 200.10 et. seq.

Fourteenth Amendment, U.S. Constitution

20 U.S.C. Section 1681, Title IX of Education Amendment Act

20 U.S.C. Section 1701 et seq., Equal Educational Opportunities Act of 1974

29 U.S.C. Section 794, Rehabilitation Act of 1973

42 U.S.C. Section 2000 et seq., Civil Rights Act of 1964

42 U.S.C. 12101 et seq., The Americans with Disabilities Act of 1990

42 U.S.C. Section 2000ff et seq., The Genetic Information Nondiscrimination Act

42 U.S.C. 6101 et seq.

29 C.F.R. Part 1635

34 CFR Part 110 et seq.

Vocational Education Program Guidelines for Eliminating Discrimination and Denial of Services, Department of Education, Office of Civil Rights, March 1979

Adopted 9/25/2006

Amended 6/28/2010

Amended 2/14/2011

To Policy Committee 4/9/2012; 6/25/2012

To Board 1st Reading 8/13/2012