

NEOLA UPDATES

Volume 40 No. 1 (First Reading - 11/17/25) Nondiscrimination Revisions

1000 - Administration

3000 - Professional Staff

4000 - Support Staff

To streamline the complex collection of Nondiscrimination, Anti-Harassment, and related issues, several of the policies have been consolidated in order to provide a comprehensive approach to related employment issues. The definitions included are consistent with related policies (e.g., Title IX-Policy 2266), and the grievance process is designed to be consistent throughout the investigation, decision-making, and appeal stages. Adoption of Policy 1422/3122/4122 allows for the deletion/rescission of six (6) policies.

Rescind:

Policy 1422.02, 3122.02, & 4122.02 Nondiscrimination Based on Genetic Information of the Employee

Policy 1662, 3362, & 4362: Anti-Harassment

Replacement:

Policy 1422, 3122, & 4122: Nondiscrimination, Equal Employment Opportunity, and Anti-Harassment

Technical Corrections: All of the following policies were updated for the location and contact information for the Office of Civil Rights.

Policy 2260: Nondiscrimination and Access to Equal Educational Opportunity

Policy 2260.01 - Section 504/ADA Prohibition Against Discrimination Based on Disability

Policy 1623, 3123, & 4123 - Section 504/ADA Prohibition Against Disability Discrimination in Employment

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Policy 2210: Curriculum Development - Approved Courses. (Revised). This revision reflects the latest changes to the Pupil Accounting Manual 2024-2025 regarding the calculation of instructional time.

Policy 2266: Nondiscrimination on the Basis of Sex in Education Programs or Activities. (Revised). This policy was revised based on changes to a variety of definitions. These changes were made by the National Incident-Based Reporting System (NIBRS). In addition, the address of the USDOE Office for Civil Rights has been changed to the Washington, D.C. office.

Policy 2412: Homebound Instruction Program. (Revised). This revision reflects the latest changes to the Pupil Accounting Manual 2024-2025 regarding the definition of “homebound” and requires the signature of an M.D. or D.O.

Policy 4162: Controlled Substance and Alcohol Policy for Commercial Motor Vehicle (“CMV”) Drivers and Other Employees who Perform Safety-Sensitive Functions. (Revised). This policy has been revised to reflect the statutory and regulatory changes to the Return-to-Duty (“RTD”) process as required by the Federal Motor Carrier Safety Administration (“FMCSA”), including evaluation by a qualified Substance Abuse Professional, education and/or treatment, and follow-up evaluation. This revision is important to maintain compliance with current requirements.

Policy 5517.01: Bullying and Other Aggressive Behavior toward Students. (Revised). This policy was revised to include the definitions and additional components included in the latest version of the Michigan State Board of Education’s Model Anti-Bullying Policy. Most notably, “bullying and harassment” are further defined as this policy has not been revisited since 2017.

Policy 7540.02: Digital Content and Accessibility. (Revised). Revisions to this policy reflect the U.S. Department of Justice (“DOJ”) final rule provisions under Title II of the Americans with Disabilities Act (“ADA”) requiring state and local government entities - including public schools - to make web content and mobile applications accessible to individuals with disabilities.

Note: Taylor Griffith has been doing this for us for the past three years, the policy is just now catching up.

Policy 7541: Electronic Data Processing Disaster Recovery Plan. (Rescind). Provisions of this policy have been included in Policy 8300.

Policy 8300: Continuity of Organizational Operations Plan. (Revised). This policy has been revised to include additional language and options regarding cybersecurity safeguards.

Policy 8305: Information Security. (Revised). This revision includes details regarding the essential functions of the district in case of a crisis/emergency/disaster or threat event. It also refers to several other policies regarding the Emergency Operations Plan.