

NONDISCRIMINATION AND
ACCESS TO EQUAL EDUCATIONAL OPPORTUNITY

Any form of discrimination or harassment can be devastating to an individual's academic progress, social relationship, and/or personal sense of self worth.

~~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.~~

As such, the Board of Education does not discriminate on the basis of the Protected Classes of race, color, national origin, sexual orientation, sex (including transgender status, change of sex or gender identity), disability, age, religion, religious affiliation, military status, ancestry, genetic information (collectively, "Protected Classes") or any other legally protected category, in its educational programs or activities.

~~Further, it is the policy of this District to provide an equal opportunity for all students, regardless of 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.~~

The Board also does not discriminate on the basis of Protected Classes in its employment policies and practices as they relate to students, and does not tolerate harassment of any kind.

Equal educational opportunities shall be available to all students, without regard to the Protected Classes, age (unless age is a factor necessary to the normal operation or the achievement of any legitimate objective of the program/activity), place of residence within the boundaries of the District, or social or economic background, to learn through the curriculum offered in this District. Educational programs shall be designed to meet the varying needs of all students.

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

A. Curriculum Content

review current and proposed courses of study and instructional materials to detect any bias based upon ~~race, color, religion, religious affiliation, national origin, sex, disability, age, marital status, sexual orientation, genetic information, or any other legally protected characteristic~~; **Protected Classes** ascertaining whether or not 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 ~~race, color, gender, religion, religious affiliation, national origin, sex, disability, age, marital status, sexual orientation, genetic information, culture, or other bias~~ **based upon the Protected Classes** in all aspects of the program;

C. Student Access

1. 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, religion, religious affiliation, national origin, sex, disability, age, marital status, sexual orientation, genetic information, or any other legally protected characteristic~~, **Protected Classes** in any duty, work, play, classroom, or school practice, except as may be permitted under State regulations;

2. *verify that facilities are made available, in accordance with Board Policy 7510 – Use of District Facilities, for non-curricular student activities that are initiated by parents or other members of the community, including but not limited to any group officially affiliated with the Boy Scouts of America or any other youth group listed in Title 36 of the United States Code as a patriotic society;*

D. District Support

ensure **verify** 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 **verify** that assessments or procedures designed to evaluate student progress, identify aptitudes, or in any manner establish or tend to establish a category by which a student may be judged, are not biased **differentiated** or stereotyped on the basis of any legally protected characteristic **Protected Classes**.

The Superintendent shall appoint and publicize the compliance officer(s) whose responsibility it will be to ensure that Federal and State regulations are complied with and that any inquiries 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. **who is/are responsible for coordinating the District's efforts to comply with applicable Federal and State laws and regulations, including the District's duty to address in a prompt and equitable manner any inquiries or complaints regarding discrimination or denial of equal access. The Compliance Officer(s) shall also verify that proper notice of nondiscrimination for Title II of the Americans with Disabilities Act, (as amended), 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 (as amended), and the Age Discrimination Act of 1975 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 **annually** 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. **(see AG 2260F)**

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

20 U.S.C. Section 7905, Boy Scouts of American Equal Access Act

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, **as amended**

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

42 U.S.C. 6101 et seq., **Age Discrimination Act of 1975**

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

Amended 8/27/2012

To Policy Committee 2/24/2014 Revised, Collins