

BOARD POLICY

JAA

STUDENTS EQUAL EDUCATIONAL OPPORTUNITIES

AUGUST 17, 2020

The school district prohibits unlawful discrimination on the basis of race, color, religion, sex, national origin, age, height, weight, marital status, handicap, disability, sexual orientation, sexual identity, or transgender status in any of its education programs or activities.

Students and other persons will not be denied participation in or the benefit of any educational program or activity, or discriminated against in any manner that violates state or federal law, on the basis of race, color, religion, sex, national origin, age, height, weight, marital status, handicap, disability or sexual orientation, sexual identity, or transgender status.

The Director of Student Services is appointed the Civil Rights Coordinator regarding complaints of disability/handicap discrimination involving educational services, programs, and activities. The Director of Human Resources is appointed the Civil Rights Coordinator regarding all other complaints of discrimination. These individuals are responsible for coordinating the implementation of the school district's obligations under state and federal laws that prohibit conduct also prohibited by this policy. A student or other person who believes that the school district or its board of education has not complied with the law or this policy may file a written complaint with the school district's civil rights coordinator within ten calendar days of the alleged violation. The coordinator shall first determine whether the complaint concerns allegations of (a) discrimination on the basis of sex in the educational programs and activities which it operates, including employment, admissions, recruitment, referrals, and collective bargaining, or (b) sexual harassment. If the allegations concern either of these matters, then the complaint shall be resolved in accordance with the Title IX complaint procedures set forth in Administrative Procedure JAA. If the Title IX complaint procedures are not applicable based upon the conduct alleged, then the School District has the responsibility of investigating and resolving complaints of discriminatory harassment in accordance with the procedures set forth in this policy. The coordinator will meet with the person who filed the complaint and conduct a reasonable investigation into the facts and circumstances surrounding the complaint. If the coordinator determines that a violation has not occurred, the coordinator shall, in writing, so advise the person who filed the complaint and the school district's superintendent. If the coordinator determines that a violation has occurred, the coordinator shall put a determination in writing, propose a fair resolution of the complaint, and deliver the determination to the person who filed the complaint and the Superintendent.

The person who filed the complaint or the school district may appeal the coordinator's determination to the superintendent by so notifying the Superintendent within ten calendar days of the coordinator's determination. The Superintendent shall affirm or reverse the coordinator's determination and, if warranted, implement the coordinator's proposed resolution or a modification thereof. The Superintendent's decision shall be final.

LEGAL REF.: Civil Rights Act and Americans with Disabilities Act