

**Students****Equal Education, Nondiscrimination, and Sex Equity**

Lakeland Joint School District is committed to ensuring equal educational opportunities and a discrimination-free environment for all students, staff, and applicants. In accordance with federal and state laws. The District does not discriminate on the basis of race, color, national origin, ancestry, biological sex, 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.

No student shall, on the basis of biological sex, be denied equal access to programs, activities, services, or benefits or be limited in the exercise of any right, privilege, advantage, or denied equal access to educational and extracurricular programs and activities.

**Access and Inclusion**

The District guarantees equal access to all educational and extracurricular programs and activities, including access to designated youth groups, as required by the Boy Scouts of America Equal Access Act. Hostile or abusive treatment, derogatory remarks, or acts of violence based on disability or other protected characteristics are strictly prohibited and considered discriminatory under applicable laws.

**Title IX and Section 504 Compliance**

Inquiries regarding compliance with this nondiscrimination policy may be directed to:

- Federal Programs Director; and
- Director of Human Resources, Lakeland Joint School District #272, 15506 N. Washington Street, Rathdrum, Idaho 83858. Phone: (208) 687-0431

The District's Title IX Coordinator is designated to receive inquiries and complaints related to sex equity and discrimination. Annual notifications of this policy and coordinator contact information will be provided to students, parents, staff, community members, and affiliated organizations.

**Grievance Procedure**

Any individual who believes they have been subjected to discrimination may file a Civil Rights Grievance in accordance with the District's Uniform Grievance Procedure. Complaints may also be submitted to the Office for Civil Rights (OCR) through its [online complaint](#) form or regional office.

**Protection Against Retaliation**

No individual shall be intimidated, coerced, or otherwise discriminated against for filing a complaint, participating in an investigation, or engaging in any protected activity under this policy.

The District will not tolerate hostile or abusive treatment, derogatory remarks, or acts of violence because of disability against students, staff, or volunteers with disabilities. The District considers this behavior to constitute discrimination on the basis of disability in violation of state and federal law.

## Legal References

- [42 USC § 2000e et seq.](#) Title VII of the Civil Rights Act of 1965
- [42 USC § 2000d et seq.](#) Title VI of the Civil Rights Act of 1964
- [42 USC § 1981](#) Section 1981 of the Civil Rights Act of 1866
- [42 USC § 1983](#) Section 1983 of the Civil Rights Act of 1871
- [29 USC § 206d](#) Equal Pay Act of 1963
- [20 USC §§ 1681–1682](#) Title IX of the Education Amendments of 1972
- [29 USC § 794](#) Section 504 of the Rehabilitation Act of 1973
- [42 USC §§ 12101](#) et seq. and 12131 Americans with Disabilities Act of 1990
- [29 USC § 621](#) et seq. Age Discrimination in Employment Act of 1967
- [42 USC § 6101](#) et seq. Age Discrimination in Federally Assisted Programs
- [20 USC § 7905](#) Equal Access to Public School Facilities
- [I.C. § 67-5901](#) et.seq Idaho Commission on Human Rights
- [Elementary and Secondary Education Act](#)
- [Boy Scouts of America Equal Access Act of 1965 § 9525 \(Office for Civil Rights\)](#)

## Policy History:

Adopted on: August 13, 2007

Revised on: August 10, 2009

Revised on: July 8, 2021

Reviewed on: (Pending)

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No student shall, on the basis of biological sex, be denied equal access to programs, activities, services, or benefits or be limited in the exercise of any right, privilege, advantage, or denied equal access to educational and extracurricular programs and activities.

Inquiries regarding discrimination or intimidation should be directed to the District Title IX Coordinator. An individual with a complaint alleging a violation of this policy shall follow the Uniform Grievance Procedure.

In compliance with federal regulations, the District will notify annually all students, parents, staff, community members, and unions or professional organizations that the District holds a negotiated agreement with, of this policy and the District Title IX Coordinator who shall 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 Office for Civil Rights (OCR) is charged with enforcing the Boy Scouts of America Equal Access Act. Complaints alleging violations of this law may be filed using the OCR [online complaint form](#) or by contacting the OCR office with authority to handle complaints where the institution or entity you are complaining about is located. The notification will be provided in all handbooks.

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- **Section 504 Program Coordinator Federal Programs Director;** and

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Legal References:

~~20 U.S.C. §§ 1681–1682 Title IX of the Education Amendments of 1972~~  
~~29 U.S.C. § 794 Section 504 of the Rehabilitation Act of 1973 Nondiscrimination under Federal Grants and Programs~~  
~~20 U.S.C. § 7905 Equal Access to Public School Facilities~~  
~~42 U.S.C. § 6101, et seq. Age Discrimination in Federally Assisted Programs~~  
~~42 U.S.C. §§ 12101, et seq., & 12131, et seq. The Americans with Disabilities Act of 1990~~  
~~I.C. § 67-5909 Commission on Human Rights – Acts Prohibited~~  
~~Elementary and Secondary Education Act~~  
~~Boy Scouts of America Equal Access Act of 1965 § 9525 (Office for Civil Rights)~~

**Legal References**

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- Title VI of the Civil Rights Act of 1964, 42 USC § 2000d et seq.
- Section 1981 of the Civil Rights Act of 1866, 42 USC § 1981
- Section 1983 of the Civil Rights Act of 1871, 42 USC § 1983
- Equal Pay Act of 1963, 29 USC § 206d
- Title IX of the Education Amendments of 1972, 20 USC §§ 1681–1682
- Section 504 of the Rehabilitation Act of 1973, 29 USC § 794
- Americans with Disabilities Act of 1990, 42 USC §§ 12101 et seq. **and 12131**
- Age Discrimination in Employment Act of 1967, 29 USC § 621 et seq.
- Age Discrimination in Federally Assisted Programs, 42 USC § 6101 et seq.
- Equal Access to Public School Facilities, 20 USC § 7905
- Idaho Commission on Human Rights, Idaho Code § 67-5901 et seq.
- Elementary and Secondary Education Act
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