

NONDISCRIMINATION/EQUAL OPPORTUNITY

Descriptor: AC Issued: Draft 1/20/2011
Rescinds: AC Issued: 11/24/1998

BOARD POLICY

1. The Board is committed to the policy that no otherwise qualified individual will be excluded from participation in, be denied the benefits of, or be subjected to **illegal** discrimination under any District educational program or activity on the basis of sex, race, color, national origin, religion, creed, marital status, **veteran status or disability or handicapping condition**. **in accordance with federal and state law.** To that extent, the District will not do business with individuals or organizations that practice any type of **illegal** discrimination.

2. Further, the Board affirms the right of all students and employees, regardless of sex, race, color, national origin, religion, creed, marital status, **veteran status** or disability, ~~or handicapping condition~~ to be treated with respect and to be protected from intimidation, discrimination, physical harm, or harassment.

~~Harassment or discriminatory behavior that denies individual rights or access to equal educational opportunities includes comments, name calling, physical conduct or other expressive behavior directed at an individual or group that intentionally demeans the sex, race, color, national origin, religion, creed, marital status, disability, or handicapping condition of the individual or individuals or creates an intimidating, hostile or demeaning environment for education.~~

~~Students exhibiting any type of harassing or discriminatory behavior will be subject to immediate disciplinary action up to and including expulsion from school. Employees of the District who, while acting within the scope of their employment, exhibit harassing or discriminatory behavior will be subject to immediate disciplinary action up to and including immediate termination.~~

~~Employees of the District shall immediately report to their supervisor or the superintendent any suspected harassment or discriminatory behavior by an employee or student.~~

EXHIBITS

None

REFERENCES

Equal Employment Opportunity Act of 1972

Title IX of the Educational Amendments of 1972

Title IV

Section 504 of the Rehabilitation Act of 1973

FORMS

None

***RESCINDS**

AC Issued 11/24/1998