

## West Bonner County School District

### STUDENTS

3280P

#### Equal Education, Nondiscrimination and Sex Equity Procedures

Equal educational opportunities shall be available for all students without regard to race, color, national origin, ancestry, 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.

No student shall, on the basis of 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.

1. Inquiries regarding discrimination should be directed to the District Title IX Coordinator.
2. An individual with a complaint alleging a violation of this policy shall follow the Uniform Grievance Procedure (Policy 3210).
3. The District will annually notify all of the following parties of policy 3280, and the contact method for the District Title IX Coordinator.
  - a. Students;
  - b. Parents;
  - c. Staff;
  - d. Community Members;
  - e. Unions or professional organizations the District holds a collective bargaining agreement with.
4. Notification included in all handbooks, shall present the following information:
  - a. Name and location of the District Title IX Coordinator
  - b. A statement that the District will provide equal access to the Boy Scouts and other designated youth groups.

#### Definitions of Categories Protected Under Federal Law, State Law, and District Policy

“Race” is	–	The idea that people can be divided into different groups based on physical characteristics that they are perceived to share.
“Sex” is	–	Physical Sex, Sexual Orientation, Gender Identity, Pregnancy Status, and/or Sexual Activity.
“Age” is	–	The number of years a person has lived. In education this can mean children who are older or younger than their classroom peers.

“Language Barrier” is –	Issues with skill, accent, vocabulary, or syntax in communicating with the language of the majority.
“Religious Belief” is –	Theistic, and non-theistic moral or ethical beliefs about right and wrong which are sincerely held with the strength of traditional religious views. Also protected in this category are individuals who do not subscribe to a particular religious view and/or are atheist.
“Disability” is –	A physical or mental impairment that substantially limits one or more major life activity.
“Economic/Social Status” is –	A person’s social class or position, wealth or lack thereof, and available social and financial resources.
“Marital Status” is –	A person’s state of being single, married, separated, divorced or widowed.
“Parental Status” is –	An individual’s role as a biological, adoptive, foster, or step-parent, legal custodian, guardian, or someone in loco parentis, or someone actively seeking custody, guardianship, visitation, or adoption of a minor or a disabled adult.
“Homelessness” is –	A situation where an individual has no permanent living arrangement.

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### Legal References

Legal References	Description
20 USC §§ 1681 - 1682	Title IX of the Education Amendments of 1972
29 USC § 794	Section 504 of the Rehabilitation Act of 1973 - Nondiscrimination under Federal Grants and Programs
42 USC § 6101, et seq.	Age Discrimination in Federally Assisted Programs
42 USC §§ 12101, et seq., & 12131, et seq.	The Americans with Disabilities Act of 1990
IC § 67-5909	Commission on Human Rights - Acts Prohibited

### Cross References

Code	Description
3280	Equal Education, Nondiscrimination and Sex Equity

### Procedure History:

Adopted on: April 16, 2025  
Revised on: