

## PERSONNEL CIVIL RIGHTS

It is the policy of the Bemidji School District not to discriminate on the basis of race, color, creed, religion, gender, sex, sexual orientation, sexual identity, national origin, age, marital status, disability and status with regard to public assistance or in its educational programs or employment policies as required by Titles VI and VII of the Civil Rights Act of 1964, the Equal Pay Act of 1973, Title IX (1972 Education Amendments) and Section 504 of the Rehabilitation Act of 1973.

The district will identify, evaluate and provide an appropriate public education to learners who are disabled within the definition of Section 504 of the Rehabilitation Act of 1973.

Inquiries regarding compliance with Title IX, Section 504 of the Americans with Disabilities Act should be directed to the Office of Human Rights, Bemidji School District, 201 15<sup>th</sup> St NW, Bemidji, MN 56601, or to the Office of Civil Rights, U.S. Department of Education, Washington, DC.

Section 504 of the Rehabilitation Act of 1973 prohibits discrimination against persons with disabilities in any program receiving federal financial assistance. The act defines a person with a disability as anyone who:

1. Has a mental or physical impairment which substantially limits one or more major life activity (major life activities include activities such as caring for one's self, performing manual tasks, walking, seeing, hearing, speaking, breathing, learning and working);
2. Has a record of such impairment; or
3. Is regarded as having such an impairment [34 CFR 104.3(j)].

In order to fulfill obligations under Section 504, the Bemidji School District is responsible for nondiscrimination in policies and practices regarding its personnel and learners. No discrimination against any person with a disability shall knowingly be permitted in any of the programs and practices of the school system.