

## BP 0410 Nondiscrimination in District Programs and Activities

Note: District policies must assure equal opportunities and nondiscrimination as required by federal and state law. Discrimination in education programs and activities is prohibited by Title VI of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, Section 504 of the Vocational Rehabilitation Act of 1973, the Individuals with Disabilities Education Act and the Americans with Disabilities Act. The Office for Civil Rights of the U.S. Department of Education has authority to enforce these laws in all programs and activities that receive federal funds. [AS 14.18.101-.100](#) prohibit discrimination on the basis of gender and race. [AS 14.18.090](#) provides that the State Board shall withhold state funds from districts determined to be out of compliance with state nondiscrimination laws and measures ordered to remedy the situation have been ineffective.

The School Board is committed to equitable opportunity for all individuals in education. District programs and activities shall be free from discrimination based on [age](#), gender, ~~gender identity, sexual orientation~~, race, color, religion, national origin, ethnic group, marital or parental status, physical or mental disability or any other unlawful [consideration](#), ~~discriminatory practices~~. The Board shall promote programs which ensure that discriminatory practices and disproportional impacts are eliminated in all district activities.

*(cf. 4030 - Nondiscrimination in Employment)*

*(cf. 5145.3 - Nondiscrimination)*

*(cf. 4161.4 – Family and Medical Leave)*

District programs and facilities, viewed in their entirety, shall be readily accessible to individuals with disabilities. The [superintendent](#) ~~Superintendent~~ shall ensure that interested persons, including individuals with disabilities, can obtain information about the programs, facilities and activities available to them.

*(cf. 0411 – Service Animals)*

*(cf. 6164.2 - Guidance Services)*

Note: Federal [regulations](#) ~~Regulations~~ ([45 CFR, Section 86.9](#)) require federal aid recipients to take "continuing steps" to notify applicants for admission, students and parents that, in compliance with Title IX, they do not discriminate on the basis of gender in their educational programs or activities. Title VI mandates that prior to the beginning of each school year, recipients of federal funds advise students, parents and the general public that all vocational opportunities will be offered without regard to race, color, national origin, gender or disability. Pursuant to Title VI, if the district

serves a community of limited-English speaking persons, the notification must also be published in the language of that community and include a statement that lack of English skills will not be a barrier to participation in vocational education programs.

The ~~superintendent~~**Superintendent** shall annually notify students and parents of the district's policy on nondiscrimination and related complaint procedures.

(cf. 1312.3 - Uniform Complaint Procedures)

(cf. ~~4030 - Nondiscrimination in Employment~~)

(cf. ~~5145.3 - Nondiscrimination~~)

(cf. ~~5145.6 - Notifications Required by Law~~)

(cf. ~~6164.2 - Guidance Services~~)

(cf. 6178 - Vocational Education)

Legal Reference:

#### ALASKA STATUTES

[14.18.010 - -14.18.100](#) Prohibition Against Sex and Race Discrimination

#### ALASKA ADMINISTRATIVE CODE

[4 AAC 06.500 - -4 AAC 06.600](#) Prohibition of Gender or Race Discrimination

#### UNITED STATES CODE

Title VI, Civil Rights Act of 1964, [42 U.S.C. §§ 2000d-2000d-7](#)

Title IX, Education Amendments of 1972, [20 U.S.C. §§ 1681-1688](#)

Vocational Rehabilitation Act of 1973, Sections 503 and 504, [29 U.S.C. § 794](#)

Individuals ~~With~~**with** Disabilities Education Act, [20 U.S.C. §§ 1401-1491](#)

Americans ~~With~~**with** Disabilities Act, [42 U.S.C. §§ 12101-12213](#)

Age Discrimination ~~In~~**in** Employment Act, [29 U.S.C. §§ 621-634](#)

*Revised 2/95, 9/01, 08/2019*

*Reviewed 1/15, 2/15/23*

Adoption Date: 04/09/98

**Southeast Island School District**