

Equal Education, Nondiscrimination, and Sex Equity

Equal educational opportunities shall be available for all students without regard to race, color, national origin, ancestry, sex, gender identity, sexual orientation, 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. Furthermore, students will not be discriminated against or denied attendance, participation in, or benefits of any educational programs administered or authorized by the Board on the basis of suspected or actual medical conditions except in accordance with Policy 3520 Contagious or Infectious Diseases.

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. All classes shall be accessible to students regardless of sex. Portions of classes which deal with human sexuality and physical education classes during participation in sports the purpose or major activity of which involves bodily contact may be separated by sex.

The Superintendent will be named the non-discrimination coordinator for the District and shall have responsibility to ensure that programs and procedures comply with civil rights laws and for receiving and processing civil rights complaints according to District, State and federal policy. Inquiries regarding discrimination should be directed to the civil rights officer. 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 the District holds a collective bargaining agreement with of this policy and the designated coordinator to 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 notification will be provided in all handbooks.

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.

The responsibility of implementing this civil rights program is hereby assigned to the Superintendent, who will be responsible directly to the Board. Yearly reports on program progress will be made to the Board. An advisory committee composed of the District staff, students, and citizens will assist in policy making, planning, and evaluation of the program.

Cross References: 4175

Required Annual Notices

Legal Reference: I.C. § 67-5909 Acts Prohibited
20 U.S.C. § 1681, et seq. Title IX of the Educational Amendments
29 U.S.C. § 794 Non Discrimination Under Federal Grants and
Programs Act
42 U.S.C. § 6103 Age Discrimination Act
42 U.S.C. § 12134 Americans with Disabilities Act
Guidelines Regarding Single Sex Classes and Schools, U.S. Department of
Education, Office of Civil Rights.

Policy History:

Adopted on: August 15, 2016

Reviewed on: January 15, 2024

Reviewed on: January 23, 2025