

**ST. MARIES JOINT SCHOOL DISTRICT NO. 41
PUBLIC NOTICE OF SECTION 504,
TITLE VI, TITLE VII AND TITLE IX DISCRIMINATION AND SEXUAL
HARASSMENT POLICIES AND GRIEVANCE PROCEDURE**

St. Maries Joint School District No. 41 hereby advises students, parents, employees and the general public it does not discriminate on the basis of handicap (Section 504) race, color or national origin (Title VI and Title VII) or sex (Title VI, Title VII and Title IX), and offers employment and educational opportunities without regard to sex, race, color, national origin, or handicap. Grievance procedures are available to interested persons and inquiries regarding this non-discrimination policy may be directed below:

1. **Section 504 Coordinator (Handicap Discrimination)**
Alica M. Holthaus, Superintendent of Schools
P. O. Box 384, 240 S. 11th Street, St. Maries, Idaho 83861
Telephone: (208) 245-2579

2. **Title IX Coordinator (Sexual Discrimination)**
Alica M. Holthaus, Superintendent of Schools
P. O. Box 384, 240 S. 11th Street, St. Maries, Idaho 83861
Telephone: (208) 245-2579

SECTION 504 OF THE REHABILITATION ACT

St. Maries Joint School District No. 41 does not discriminate on the basis of handicap condition in admission or access to its programs and activities. No person shall be denied employment solely because of any physical, mental or medical impairment, which is related to the persons ability to engage in the activities involved in the job for which application has been made.

TITLE VI (SECTION 601) OF THE CIVIL RIGHTS ACT OF 1964

As required by Title VI of the Civil Rights Act of 1964, St. Maries Joint School District No. 41 does not discriminate on the basis of sex, race, color or national origin.

TITLE VII OF THE CIVIL RIGHTS ACT OF 1964

Title VII prohibits employment discrimination on the basis of color, national origin, and sex; therefore sexual harassment is job discrimination. As required by Title VII of the Civil Rights Act of 1964, St. Maries Joint School District No. 41 does not discriminate on the basis of sex, race, color or national origin.

TITLE IX OF THE EDUCATION AMENDMENTS OF 1972

As required by Title IX of the Education Amendments of 1972, St. Maries Joint School District No. 41 does not discriminate on the basis of sex in the educational programs or activities that it provides. The

District does not discriminate in employment of persons on the basis of sex, including recruitment, appointment, salary and benefits.

Title IX also protects students from unlawful sexual harassment in all of the school's programs and activities whether they take place in the facilities of the school, on a school bus, in a school's class, at a class training program sponsored by the school at any other location, or elsewhere in relation to the school or a school-related activity. Title IX protects both male and female students from sexual harassment, regardless of who the harasser is. The District will not tolerate any conduct against students in violation of these requirements and disciplinary action will be strictly enforced against all individuals who engage in prohibited conduct.

Sexual Harassment is defined as any unwanted sexual advances, including a request for sexual favors, or verbal or physical conduct of a sexual nature which alarms or annoys you, interferes with your privacy or creates an intimidating, hostile or offensive environment. Examples of Sexual Harassment include, but are not limited to: telling offensive jokes, questioning or commenting on someone's sexuality, displaying sexually explicit photographs, spreading sexual rumors, making comments about someone's body or attire or standing or rubbing against a person, making suggestive noises, gestures or comments.

A hostile environment is one that interferes with one's work performance and may include such events as verbal comments, displaying sexual materials and unwanted sexual contact. To be illegal, a hostile environment must be severe and pervasive, an isolated remark, or event is not sufficient to constitute a hostile environment. The incident must also be unwelcome.

The District is responsible under Title IX to respond to written or verbal reports of sexual harassment and sex discrimination, and all staff must report incidents of sexual harassment or sexual discrimination to appropriate administrative personnel. Title IX prohibits retaliation against anyone who has made a complaint, testified, assisted or participated in any manner in any investigation, proceeding or hearing relating to a complaint of sex discrimination and sexual harassment.

The District's official responsible for the coordination of activities relating to non-discrimination on the basis of sex is Superintendent Alica Holthaus. She can provide information on Title IX, including information about her position as coordinator, complaint procedures and district policies to any student or employee who feels that his or her rights under Title IX have been violated by the District or its officials. In addition, any student or employee may make an inquiry or complaint directly to the U.S. Department of Education, Office of Civil Rights.

Under federal law, any school receiving federal money is required to have a policy against sexual discrimination and notify employees, students and parents of this policy. The District's policy against Sexual Harassment (Policy No. 502.12), the Form to report Sexual Harassment 502.122, the District Title IX Policy (Policy 502.121) can all be located on the District's website, in any District Administrator or Counselor's Office or in the student handbook.

A COPY OF THIS DOCUMENT SHALL BE POSTED IN THE MAIN OFFICE AND FACULTY ROOM OF EACH SCHOOL BUILDING AND THE SCHOOL'S ADMINISTRATIVE OFFICES. EACH SUCH LOCATION SHALL ALSO HAVE COPIES OF THE DISTRICT'S POLICIES ON SEXUAL HARASSMENT AND TITLE IX AS WELL AS THE SEXUAL HARASSMENT REPORTING FORM.