

<b>Policy Title: Equal Education and Title IX Non-Discrimination Policy No: 502.12.1</b>
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## **GENERAL POLICY AND PURPOSE**

Equal educational opportunities shall be available for all students without regard to race, color, national origin, ancestry, sex, ethnicity, language barrier, religious beliefs, physical and mental handicap or disability, economic or social conditions, or actual or potential marital or parental status.

## **TITLE IX REGULATIONS**

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.

Students are protected from discrimination on the basis of sex pursuant to Title IX of the Education Amendments of 1972 and the Idaho Human Rights Act. The purpose of this Policy is to provide equal educational opportunities for all students and to prohibit discrimination on the basis of sex or any other identified protected classification.

## **DISTRICT RESPONSIBILITIES**

It is the responsibility of every School District employee and School District student to comply with the terms and provisions of this Policy.

Any student, parent or legal guardian having any questions regarding this Policy should discuss it with the appropriate School District official provided by policy. In the absence of a specific designee, any inquiry or complaint should be referred to the District's Superintendent.

## **REPORTING AND GRIEVANCE PROCEDURES**

Any student may file a discrimination grievance using the procedure outlined in Policy 502.12.2.

The District is responsible, under Title IX, to respond to written or verbal reports of sexual harassment and sex discrimination. Any and all staff must report incidents of sexual harassment or sexual discrimination to an appropriate District Administrative official.

Inquiries regarding discrimination or intimidation should be directed to the District Title IX Coordinator (Policy 305.01). An individual with a complaint alleging a violation of this Policy shall follow the Student Grievance Procedure (Policy 502.12.2).

Title IX prohibits retaliation against any individual who has made a complaint, testified, assisted or participated in any manner in any investigation, proceeding or hearing relating to a complaint of sexual discrimination or sexual harassment.

In compliance with federal regulations, the District will notify annually all students, parents, staff, and community members of this Policy and the designated coordinator to receive inquiries. Notification should include the name and location of the coordinator and will be carried in all handbooks.

The District will not tolerate hostile or abusive treatment, derogatory remarks, or acts of violence 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.

**Policy Cross Reference:**

Board Policy 305.01	District Title IX Coordinator Civil Rights Grievance Coordinator
Board Policy 401.35	Staff Grievance Procedures
Board Policy 500.02	Equal Education, Nondiscrimination and Sex Equity
Board Policy 505.03	Student Grievance Procedures
Board Policy 1003.04	Patron Grievance Procedures

**Legal Reference:**

Idaho Code §67-5901	Idaho Human Rights Act
20 U.S.C. §1681 et, seq.	Title IX of the Educational Amendments of 1972
34 CFR Part 106	

**Policy History:**

Reviewed:	11/14/2011
Adopted:	11/14/2011