

NONDISCRIMINATION

The Board will not permit discriminatory practices. To ensure compliance with this policy, the Board will:

1. promote the rights and responsibilities of individuals as set forth in the State and U.S. Constitutions, pertinent legislation and applicable judicial interpretations;
2. encourage positive experiences for children, youth and adults;
3. work toward a more integrated society and enlist the support of individuals, as well as private and governmental groups and agencies, in such an effort;
4. use communication and action techniques to avoid grievances of individuals and groups;
5. consider the potential benefits or adverse consequences which the Board's decisions might have on the human relations aspects of the school community and
6. initiate a process of reviewing policies and practices of the District in order to ensure that nondiscrimination is achieved and maintained.

The Board's policy of nondiscrimination will extend to students, staff, job applicants, the general public and individuals with whom it does business and will apply to race, color, national origin, citizenship status, religion, sex, economic status, age, disability and other human differences.

[Adoption date: September 25, 1995]

LEGAL REFS.: Civil Rights Act of 1964, Title VI; 42 USC 2000d et seq.
Civil Rights Act of 1964, (Amended 1972), Title VII; 42 USC 2000e et seq.
Education Amendments of 1972, Title IX; 20 USC 1681
Executive Order 11246, as amended by Executive Order 11375
Equal Pay Act; 29 USC 206
Rehabilitation Act of 1973; 29 USC 794
Individuals with Disabilities Education Act; 20 USC 1401 et seq.
Age Discrimination in Employment Act of 1967; 29 USC 623
Immigration Reform and Control Act of 1986; 42 USC 1324a et. seq.
Americans with Disabilities Act of 1990; 42 USC 12112 et seq.
Ohio Const.. art. I, ° 2
ORC 3323.01
Chapter 4112
OAC 3301-35-02(A)(1); 3301-35-03(A)
ACA, Nondiscrimination on the Basis of Sex
ACB, Nondiscrimination on the Basis of Handicap/Disability
GBA, Equal Opportunity Employment
GBO, Verification of Employment Eligibility
JB, Equal Educational Opportunities

