

Nondiscrimination in the Workplace

Discrimination on the basis of sex in any educational program or activity of this district will not be permitted. Exceptions to equal treatment will only be allowed where necessary to accomplish a specific purpose that does not infringe upon essential equality or fundamental fairness in the treatment of students or employees of this district.

Any student or employee who believes they have been discriminated against, denied a benefit or excluded from participation in any district education program or activity on the basis of sex in violation of this policy may file a written complaint with the superintendent. The superintendent will review the complaint and file a written response to the complainant within ten working days of receipt of the written complaint.

If the complainant is not satisfied with the response, they may submit a written appeal to the Board of Trustees indicating the nature of disagreement with the response and reasons underlying their disagreement. The board will consider the appeal at the next regularly scheduled board meeting following receipt of the written appeal. The board of trustees will allow the complainant to address the board in public or closed session, as appropriate and lawful, concerning the complaint. The board will provide a written response to the complainant as expeditiously as possible following hearing held by the board on the appeal.

Cross Reference: 5250 Uniform Grievance Procedure
 5120 Equal Employment Opportunity and Non-Discrimination

Legal Reference: Title VII of the Civil Rights Act, 42 U.S.C. §§ 2000(e), et seq., 29 C.F.R. § 1604.11
 Title IX of Education Amendments, 20 U.S.C. §§ 1681, et seq.
 I.C. § 67-5909 Acts Prohibited

Policy History:

Adopted on: 03/25/08

Revised on: