

<b>Harrisburg School District</b>	<b>NEPN Code: AC</b>
<b>Policy Manual</b>	

## **NONDISCRIMINATION**

The Board believes that a valuable element of education is the development of respect for all individuals and seeks to provide equal access/equal opportunity for students, employees, and the public to District programs and activities.

The Board is committed to a policy which prohibits discrimination in its policies, employment practices, programs and activities on the basis of race, color, creed, age, religion, gender (including pregnancy), sexual orientation, disability, national origin or ancestry, military/veteran status, genetic information or any other category protected by law. The District prohibits acts of discrimination toward any individual(s) while on District property or at District sponsored activities.

Prohibited acts of discrimination include, but are not limited to, racial, sexual (including sexual violence), ethnic or other types of slurs, insults, intimidation, harassment and other such conduct directed toward another person.

Violations of this policy may result in discipline up to and including expulsion for students, up to and including termination for employees and suspension from attending school activities for citizens.

To encourage development of respect for all individuals, the Board is committed to playing a key role in the prevention of discrimination. Training of employees and awareness education for students are examples of methods in which the District can assist in being proactive against discrimination.

Complaint Procedures are outlined in regulation AC-R.

The District prohibits retaliation against any individual who reports a claim under this policy or participates in an investigation of any such claim.

Inquiries concerning equal opportunity/nondiscrimination or retaliation may be referred to the Human Resources Manager.

Legal References: Education for All Handicapped Children Act of 1975  
20 USC §§ 1681-1688 (Equal Opportunity in Education Act)  
29 USC §621 (Age Discrimination in Employment)  
29 USC §701 (Vocational Rehabilitation)  
42 USC §§ 6101-6103 (Age discrimination)  
SD Constitution, Art. VI (Bill of Rights)  
SDCL 13-37 (Special assistance and related services)  
SDCL 20-12 (Municipal and county protection of human rights)  
SDCL 20-13 (Human rights)  
Title VI, Civil Rights Act of 1964 (Nondiscrimination in Federally Assisted Programs)

Title VII, Civil Rights Act of 1964 (Prohibits discrimination by covered employers on the basis of race, color, religion, sex or national origin)

Title IX of the Education Amendments of 1972 (Prohibits sex discrimination in federally-funded education programs)

Cross References: ACB: Nondiscrimination on the Basis of Handicap/Disability  
FEFA: Contractor's Fair Employment Clause  
GBA: Equal Opportunity Employment  
JB: Equal Educational Opportunities

Adopted: March 24, 2018

Revised: June, 2018