

	ABERDEEN SCHOOL DISTRICT	NEPN Code: AC
	POLICIES AND REGULATIONS	

EQUAL OPPORTUNITY/NONDISCRIMINATION

The Aberdeen School District 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.

In an effort to provide a safe, respectful, educational environment, the District prohibits discrimination in its policies, employment practices, and programs and activities on the basis of race, color, creed, religion, age, gender (including pregnancy), disability, national origin or ancestry, genetic information, military/veteran status, 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.

The District prohibits discrimination against students on the basis of parental status, marital status, or pregnancy. Students will not be excluded from any program or activity, including any class or extra-curricular activity based on the above.

Ethnic slurs, racial jokes, offensive or derogatory comments, or other verbal or physical conduct based on a person's race, or other category, as above specified, can constitute prohibited discrimination if they create an intimidating, hostile or offensive school or work environment, or interfere with the individual's school or work performance.

The District will make reasonable modifications to its programs, facilities, employment practices, and activities to accommodate otherwise qualified individuals with a disability, unless such modifications would impose an undue burden on the operation of the particular program, or would alter the fundamental nature or purpose of the program or position, or cause an undue hardship on the District.

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.

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 Title VI, Title VII, or Title IX may be referred to the Superintendent or his/her designee, 1224 S 3rd Street, Aberdeen, SD 57401.

Complaint procedures are outlined in regulation AC-R.

LEGAL REFERENCES:

- Title VI of the Civil Rights Act of 1964 (discrimination based on nation origin or race)
- Title VII of the Civil Rights Act of 1964 (discrimination based on race, color, creed, religion, gender (including pregnancy), national origin or ancestry)
- Title IX of the Education Amendments of 1972 (discrimination based on gender)
- Age Discrimination Act of 1975 (discrimination based on age)
- Genetic Information Non-discrimination Act (discrimination based on genetic information)
- Americans with Disabilities Act and Amendment Act (discrimination based on disability)
- Section 504 of the Rehabilitation Act (discrimination based on disability)
- Uniform Services Employment and Re-employment Rights Act (discrimination based on military/veteran status)

ADOPTED: February 14, 2000

REVISED: October 14, 2003

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