

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

## **NONDISCRIMINATION**

The Board is committed to a policy of nondiscrimination in relation to race, sex, age, religion, national background, disability and other human differences. Respect for the dignity and worth of each individual will be paramount in the establishment of all policies by the Board and in the administration of those policies. The Constitutions of our nation and state, pertinent legislation enacted at those two levels of government, as well as court interpretations regarding citizens' rights, support this statement.

In keeping with these statements, the following will be objectives of this school district:

1. To promote the rights and responsibilities of all individuals as set forth in the state and federal constitutions, pertinent legislation and applicable judicial interpretations.
2. To encourage positive experiences in human values for children and adults who have differing personal and family characteristics or who come from various socioeconomic, racial and ethnic groups.
3. To carefully consider, in all decisions made which affect the schools, the potential benefits or adverse consequences that those decisions might have on the human relations aspects of all segments of society.
4. To initiate a process of reviewing all policies and practices of this school district in order to achieve to the greatest extent possible the objectives of this policy.
5. To work toward a more integrated society and to enlist the support of individuals as well as that of groups and agencies, both private and governmental, in such an effort.

The Board's policy on nondiscrimination will extend to students, staff, the general public and individuals with whom it does business.

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: ACA: Nondiscrimination on the Basis of Sex  
ACAA: Nondiscrimination on the Basis of Sex; Sexual Harassment Title IX  
ACAA-R: Sexual Harassment Title IX Grievance Process  
ACB: Nondiscrimination on the Basis of Handicap/Disability  
FEFA: Contractor's Fair Employment Clause  
GBA: Equal Opportunity Employment  
JB: Equal Educational Opportunities

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Revised: