



Independent School District #38

School Board Policies & Procedures Manual

402.3 ANTI-DISCRIMINATION

WHEREAS, school districts are required to comply with both state and federal law prohibiting discrimination and Title IX of the Education Amendments of 1972 and the regulations promulgated thereunder require the adoption of a policy against discrimination on the basis of sex.

BE IT RESOLVED, by the School Board of Independent School District No. 38 as follows:

1. Compliance with Non-Discrimination Laws

It is the policy of the School Board of Independent School District No. 38 to comply with the applicable federal and state law prohibiting discrimination to the end that no person protected by such law shall, on the grounds of sex be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination under any education program (or in employment, or recruitment, consideration or selection); therefore, whether full-time or part-time under any education program or activity operated by the district.

2. Implementation of Policy

To effectuate the provisions of this policy the school board directs the superintendent of schools to take the following steps as soon as possible.

A. Management System

Develop and implement a management system to attempt to assure compliance with the provisions of Title IX of the Education Amendments of 1972, to the extent applicable, in the following areas:

(1) Education Programs,

- (2) Athletics,
- (3) Counseling,
- (4) Activities and Facilities, specifically,
 - (a) Financial assistance to students
 - (b) Employment programs for students
 - (c) Health and Insurance plans
 - (d) Housing of students
- (5) Employment with the district, especially focusing on the following practices:
 - (a) Testing
 - (b) Recruitment
 - (c) Compensation
 - (d) Job Classification
 - (e) Fringe Benefits
 - (f) Marital or Parental Status
 - (g) Employment Advertising

Nor will the district contract with any employment agency that indulges in any of the above-listed forms of sex discrimination.

B. Evaluation

Evaluate on a continuous basis the district's operation in terms of the requirements of applicable federal and state law prohibiting discrimination on the basis of sex.

C. Modification

Attempt to modify those aspects of the district's operation which do not conform to federal and state law prohibiting discrimination on the basis of sex.

D. Effects of Past Discrimination

Upon a binding determination of past discrimination, take remedial steps where indicated to eliminate the present effects of such past discrimination.

E. Reporting Modification

Upon request where required, provide to Children Families and Learning a description of any modification made pursuant to paragraph C above.

F. Notice

Notice of this policy shall be transmitted to all persons affected by its implementation. This group includes:

- (1) Students
- (2) District Employees
- (3) Parents
- (4) District Employee Unions and Organizations
- (5) The communities lying within the district

G. Compliance Officer

Assign responsibility for the implementation of provisions of civil rights to the Title IX compliance officer for the district whose name is Linda Gulbranson 679-3353 ext. 1022.

Previous Policy #1-16

ADOPTED: January 24, 1993
AFFIRM: May 19, 1997
Amended: May 21, 2014