

File: AC
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## NONDISCRIMINATION

The Board's policy of nondiscrimination extends to students, staff, job applicants, the general public and individuals with whom it does business and applies to race, color, national origin, citizenship status, religion, gender, economic status, age, disability or military status.

The Board does not permit discriminatory practices and views harassment as a form of discrimination. Harassment is defined as intimidation by threats of or actual physical violence; the creation, by whatever means including the use of electronic communications devices, of a climate of hostility or intimidation; or the use of language, conduct or symbols in such a manner as to be commonly understood to convey hatred, contempt or prejudice or to have the effect of insulting or stigmatizing an individual.

Employees or students who engage in discrimination of another employee or student shall be subject to disciplinary action.

Permission, consent or assumption of risk by an individual subjected to discrimination does not lessen the prohibition contained in this policy.

No one shall retaliate against an employee or student because he/she files a grievance; assists or participates in an investigation, proceeding or hearing regarding the charge of discrimination of an individual; or because he/she has opposed language or conduct that violates this policy.

[Adoption date: October 14, 2004]

[Re-adoption date: April 18, 2005]

[Re-adoption date: May 19, 2008]

LEGAL REFS.: Civil Rights Act, Title VI; 42 USC 2000d et seq.

Civil Rights Act, (Amended 1972), Title VII; 42 USC 2000e et seq.

Education Amendments of 1972, Title IX; 20 USC 1681

Executive Order 11246, as amended by Executive Order 11375

Equal Pay Act; 29 USC 206

Rehabilitation Act; 29 USC 794

Individuals with Disabilities Education Act; 20 USC 1400 et seq.

Age Discrimination in Employment Act; 29 USC 623

Immigration Reform and Control Act; 8 USC 1324a et seq.

Americans with Disabilities Act; 42 USC 12112 et seq.

Ohio Const. Art. I, Section 2

ORC [3323.01](#)

Chapter [4112](#)

[5903.01\(G\)](#)

OAC [3301-35-02](#); [3301-35-03](#)

CROSS REFS.: [ACA](#), Nondiscrimination on the Basis of Gender

[ACAA](#), Sexual Harassment

[ACB](#), Nondiscrimination on the Basis of Disability

[EDE](#), Computer/Online Services (Acceptable Use and Internet Safety)

[GBA](#), Equal Opportunity Employment

[GBO](#), Verification of Employment Eligibility

[IGAB](#), Human Relations Education

[IGBA](#), Programs for Students with Disabilities

[JB](#), Equal Educational Opportunities

[JFC](#), Student Conduct (Zero Tolerance)

[JFCEA](#), Gangs

[JFCE](#), Hazing

Staff Handbooks

Student Handbooks

CONTRACT REFS.: Teachers' Negotiated Agreement

Support Staff Negotiated Agreement