

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, ancestry, citizenship status, religion, sex, economic status, age, disability or military status.

The Board does not discriminate on the basis of legally acquired genetic information.

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: November 16, 2011

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 1681et seq.
 Executive Order 11246, as amended by Executive Order 11375
 Equal Pay Act; 29 USC 206
 Genetic Information Nondiscrimination Act of 2008; 42 USC 2000ff et seq.
 Rehabilitation Act; 29 USC 794
 Individuals with Disabilities Education Act; 20 USC 1401 et seq.
 Age Discrimination in Employment Act; 29 USC 623
 Immigration Reform and Control Act; 42 USC 1324a et seq.
 Americans with Disabilities Act of 2008; 42 USC 12112 et seq.
 Ohio Const. Art. I, Section 2
 ORC 3323.01
 Chapter 4112
 OAC 3301-35-02(A)(1); 3301-35-03(A)

CROSS REFS.: ACA, Nondiscrimination on the Basis of Sex
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
JFCF, Hazing and Bullying (Harassment, Intimidation and Dating Violence)
Staff Handbooks
Student Handbooks

CONTRACT REF.: Teachers' Negotiated Agreement