

TITLES VI and IX

No employee or student of the School District shall on the ground of race, color, or national origin, be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination under any educational program or activity of the School District. The School District is committed to the philosophy of equal opportunity/equal access in all its employments, educational programs, activities and services. All students shall have the opportunity to participate in and receive benefits from all programs or activities including, but not limited to, course offerings, graduation requirements, athletics, counseling, employment assistance, extracurricular and other school-related activities. Discrimination in education or employment because of race, color, national origin, ancestry, religion, creed, sex, age, physical or mental handicap, marital or parental status, pregnancy, sexual orientation, or veteran status is prohibited.

The School District is committed to a positive and productive working and learning environment free of discrimination. Discrimination adversely affects morale and interferes with employee and student ability to work and learn. The School District prohibits sexual harassment of its employees or students, whether committed by a co-worker, supervisor, subordinate, contractor, volunteer or student. Such behavior may constitute a basis for disciplinary action up to and including discharge or expulsion. Whereas sexual harassment substantially compromises the attainment of educational excellence, the School District will not tolerate such behavior between members of the same or opposite sex.

The School District also prohibits retaliation against:

- (1) any employee or student for having made a report of alleged sexual harassment, and
- (2) against any employee or student who has testified, assisted or participated in the investigation of a report.

Retaliation is itself a violation of State and Federal regulations prohibiting discrimination and may constitute a basis for disciplinary action up to and including discharge or expulsion. This policy applies to individuals attending any events on the property of the School District, whether or not school-sponsored and to any school-sponsored events regardless of location. Any complaints of sexual harassment in violation of this policy should be reported within 20 calendar days of occurrence.

A copy of the School District's Sexual Harassment Policy may be obtained at the high school office. Nothing in this policy applying to Title IX is intended to alter the School District's Sexual Harassment policies. Missy Valburg is the Title VI and IX coordinator. All written complaints alleging violations of Title VI or Title IX should be made to her. She will investigate these grievances or complaints and must provide an opportunity for a hearing with an opportunity to present evidence. Final appeals for all unresolved matters may be taken to the Board of Education.