

Section: 3002.8 Planning

Policy: Nondiscrimination in School Programs and Activities

Effective Date: 10/13/2004

Approved By: Board of Directors

Policy:

The Board of Directors is committed to equal opportunity for all individuals in education. School programs and activities shall be free from discrimination based on gender, race, color, religion, ancestry, national origin, ethnic group, marital or parental status, physical or mental disability, sexual orientation or the perception of one or more of such characteristics. The Board shall promote programs which ensure that discriminatory practices are eliminated in all school activities.

School programs and facilities, viewed in their entirety shall be readily accessible to, and usable by, individuals with disabilities. In addition, new construction and alterations to facilities existing before January 26, 1992, shall be accessible when viewed in their entirety.

The Executive Director shall ensure that the school provides auxiliary aids and services where necessary to afford individuals with disabilities an equal opportunity to participate in or enjoy the benefits of a service, program or activity. These aids and services may include, but are not limited to, qualified interpreters or readers; assistive listening devices, note takers, written materials, taped text, and Braille or large print materials.

Individuals with disabilities shall notify the Executive Director if they have a disability that requires special assistance or services. Reasonable notification should be given prior to the school-sponsored function, program or meeting.

The Executive Director shall notify students, parents/guardians, employees, employee organizations and applicants for admission and employment, and sources of referral for applicants about the school's policy on nondiscrimination. Such notification shall be included in each announcement, bulletin, catalog, application form or other recruitment materials.

The Executive Director shall also provide information about related complaint procedures.

When possible, the school shall avail the individual of the school's nondiscrimination policy translated into the individual's primary language.