

Lower Merion School District

Policy No.: 103
Section: PROGRAMS
Title: EQUAL OPPORTUNITY PROGRAM FOR
SCHOOL AND CLASSROOM PRACTICES
Date Adopted: 2/20/89
Date Last Revised: 11/19/12; 3/21/11; 7/25/05; 5/16/05

**103 EQUAL OPPORTUNITY PROGRAM FOR
SCHOOL AND CLASSROOM PRACTICES**

The Board adopts this policy in an effort to ensure that all children shall have an equal opportunity to reach their potential through the educational program provided in the District and not be subject to discrimination.

Furthermore, this policy prohibits retaliation against an individual who files a good faith complaint under this policy, or against an individual who participates or cooperates with an investigation, as provided by both Title IX of the Education Amendments of 1972 and Title VII of the Civil Rights Act of 1964.

- A. "Equal Opportunity Program for School and Classroom Practices" shall mean action taken to provide equal educational opportunities for all children regardless of handicap/disability, race, color, age, creed, religion, sex, sexual orientation, gender identity, gender expression, ethnicity or national origin.
- B. "Discrimination" shall mean partiality toward or prejudice against someone based on handicap/disability, race, color, age, creed, religion, sex, sexual orientation, gender identity, gender expression, ethnicity or national origin.
- C. The Superintendent or a designee shall serve as Equal Opportunity Officer for School and Classroom Practices and shall be responsible for coordinating all activities which are part of an equal opportunity program.
- D. It shall be the duty of the Equal Opportunity Officer to:
 - 1. Review current and proposed curriculum guides and textbooks to detect any discrimination.
 - 2. Ascertain that supplemental materials singly or taken together as a whole fairly depict the contribution of both sexes and the various races, ethnic groups and classifications protected by this policy to the development of a human society.
 - 3. Design a continuing program of in-service training for school personnel to identify and solve problems of discrimination in the school district's educational program.
 - 4. Review current and proposed programs, activities, and practices to insure that all students have equal access thereto and are not subject to discrimination.

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5. Insure that like elements of the school program receive like support as to staff size and compensation, supplies, and maintenance of facilities and equipment, access to such facilities and equipment and related matters.
 6. Insure that tests, procedures, guidance and counseling materials which are designed to evaluate student progress or rate attitudes or analyze personality or in any manner establish or to tend to establish a category by which a student may be judged are not discriminatory.
- E. The Equal Opportunity Officer for School and Classroom Practices shall report annually to the Board on progress made in the equal opportunity program for school and classroom practices.