

Policy 4901

NONDISCRIMINATION

Tulsa Public Schools does not discriminate on the basis of race, religion, color, national origin, sex, sexual orientation, gender expression, gender identity, pregnancy, disability, genetic information, veteran status, marital status, age or any other classification protected by applicable law with respect to employment, programs and activities. The District also provides equal access to the Boy Scouts of America and other designated youth groups.

The District prohibits discrimination. The district also prohibits retaliation, intimidation, threats, or coercion against any individual who complains about discrimination or participates in the District's discrimination complaint process.

The District's Title IX and Human Rights Coordinator is the position currently designated to receive discrimination complaints and inquiries regarding the District's nondiscrimination policies. The Coordinator may be contacted as follows:

Human Rights and Title IX Coordinator
3027 South New Haven Avenue
Tulsa, Oklahoma 74114-6131
(918) 746-6517

Equal employment opportunity is key to fostering a culture of equity, excellence, character and respect throughout the District and is one aspect of the District's overall commitment to nondiscrimination. The Board and the District are committed to a policy of nondiscrimination/equal opportunity in employment in all job classifications of the District. The District will also make reasonable accommodations for qualified job applicants and employees with disabilities in accordance with the requirements of the Americans with Disabilities Act of 1990 and Section 504 of the Rehabilitation Act. All District personnel involved with recruitment, hiring, training, assignments, promotion, transfer, compensation, dismissal, and all other employment practices are expressly directed to make decisions and carry out their duties in accordance with the intent of the District's nondiscrimination policies, as well as federal and state anti-discrimination laws. The policies and principles of this policy also apply to the selection and treatment of contractors, personnel working on the District's premises who are employed by temporary agencies and any other persons or firms doing business for or with the District.

The District's commitment to nondiscrimination extends to students as well. In keeping with the District's policies and requirements of state and federal law, the District will strive to prevent any discrimination in educational opportunities and services offered to students in the District's programs and activities. The District will also provide reasonable accommodations to students with disabilities in accordance with the requirements of the Americans with Disabilities Act of 1990 and Section 504 of the Rehabilitation Act. All District personnel involved with students are expressly directed to make decisions and carry out their duties in accordance with the intent of the district's nondiscrimination policies, as well as federal and state anti-discrimination laws.

The District will continually review its personnel practices and procedures to ensure employees, supervisors, and managers are adhering to the District's commitment to equal employment opportunity.

District students, parents, guardians, employees, contractors and members of the public are encouraged to report violations or suspected violations of the District's nondiscrimination policies. The District's policies and procedures for identifying and reporting discrimination, harassment and retaliation, including to whom such reports should be made, are contained in Regulation 4901-R.

Adopted: November 1982

Revised: November 1984, April 1992, November 1996, May 2005, June 2005, November 2015, March 2016, February 2018. (*Updated policy 4901 and regulation 4901-R of February 2018 replace 4901, 4901-R, 4902, 4903 and 4903-R.*)