

NONDISCRIMINATION

Background

From 1964, with the adoption by the U.S. Congress of the Civil Rights Act of 1964, the U.S. Congress and the Pennsylvania General Assembly have enacted various statutes to eliminate discrimination on the basis of any protected class including, but not limited to, race, color, age, creed, religion, sex, gender, gender identity, sexual orientation, ancestry, national origin, familial status, language, genetic information, pregnancy, or handicap or disability. These statutes apply to the educational programs, activities and employment policies of the School District. The District has consistently affirmed its long-standing history of nondiscrimination and has adopted and/or followed various policies and practices in implementing the application of such legislation without special reference in formal policies of each of the specific primary discrimination statutes.

Objective

Many of the legislative enactments require adoption by the School District of policies indicating affirmation and implementation of the respective Acts. Primary statutes and regulations affecting the School District, in addition to the Civil Rights Act of 1964 (Titles VI and VII), include the Educational Amendments of 1972, Individuals with Disabilities Education Act, Pennsylvania Human Relations Act, Section 504 Regulations of the Rehabilitation Act of 1973, Age Discrimination in Employment Act, Americans with Disabilities Act and the Civil Rights Act of 1994 ("nondiscrimination acts").

The Mt. Lebanon School District by the adoption and implementation of this policy desires to reaffirm its long standing commitment to its policies of nondiscrimination and to its full compliance with each of the applicable nondiscrimination acts and their regulations, and all other similar acts and regulations applicable to the school district as adopted under federal and state laws.

Policy

It is the policy of the Mt. Lebanon School District to comply fully with the requirements of the applicable nondiscrimination acts and to adhere to a plan of nondiscrimination on the basis of any protected class including, but not limited to, race, color, age, creed, religion, sex, gender, gender identity, sexual orientation, ancestry, national origin, familial status, language, genetic information, pregnancy, or handicap or disability in its programs, activities and employment practices.

In accord with the requirements of the applicable nondiscrimination acts, the Board shall appoint, upon the designation of the Superintendent, school personnel as coordinators, compliance officers and other officials to discharge the duties and responsibilities set forth in the

nondiscrimination Acts and regulations, and in all other future acts and regulations applicable to the School District under federal and state laws. Public notice shall be given of these appointments. Students, parents, employees, applicants for admission and applicants for employment who wish to make inquiries or file complaints about implementation of the nondiscrimination acts should direct them to the school personnel as so designated or to designated substitutes or successors.

Administrative Responsibility

The Administration is hereby authorized and directed to adopt such reasonable rules, regulations and procedures as shall be deemed necessary and proper for the implementation and communication of this policy. Such rules, regulations and procedures shall be reported to the School Board promptly upon adoption by the Administration and shall be effective upon such adoption until and unless changed by the Board or the Administration.

Communication

This policy shall be communicated to the public and to all school district personnel, students and parents.

Adopted May 25, 1976
Revised September 26, 1977
Revised April 17, 1995
Revised October 21, 2013
Reviewed October 10, 2016
Revised, June 19, 2023