

**EQUAL EDUCATIONAL OPPORTUNITY  
& NONDISCRIMINATION**

**Admin. Reg. SS-2  
October, 2016~~July, 2010~~**

- I. **Purpose.** To establish the basic structure for providing equal educational opportunities for all BCSD students ~~in the district~~ and for conduct of BCSD programs in compliance with applicable laws regarding nondiscrimination and equal opportunity.
- II. The ~~BCSD board and the superintendent believe that the district must~~ shall provide public education in an atmosphere where differences are understood and appreciated and affirms the rights of all students, parents, employees, and other community members to be treated. The district should treat all persons fairly, ~~with respect~~ fully, and without discrimination or threats of violence or abuse, and to be protected from intimidation, discrimination, physical harm, and/or harassment.
- III. Federal and state laws, executive orders, rules, and regulations require ~~Every~~ the BCSD to ensure student of this school district will students have equal educational opportunities regardless of race, religion, color, disability, sex, age, national origin, immigrant status, English-speaking status, homelessness, or marital status ~~ethnic or racial background, religious beliefs, sex, disability, immigrant status of English speaking status, and economic or social conditions.~~ The BCSD commits to nondiscrimination in all education and employment activities and in all dealings with the community. district schools will not refuse to admit or exclude any person based on these criteria. The district will advertise this nondiscrimination policy.
- IV. This concept of equal educational opportunity serves as a guide for all BCSD ~~the board and the staff~~ employees in making decisions related to school facilities, employment of personnel, selection of educational materials, equipment, curriculum and rules affecting students. Each ~~building p~~ Principal will be responsible for working with the his/her staff and students ~~in his/her school~~ to ensure equal opportunity for all students in all school ~~building level~~ programs and activities.
- V. **Resolution of Discrimination Complaints.** To address grievances pursuant to this Administrative Regulation, the BCSD district shall utilize the procedures set forth in BCSD Administrative Regulation SS-30, Student Concerns, Complaints and Grievances, and/or BCSD Administrative Regulation HRS-15, Staff Grievances. Additionally, in order to resolve problems they or their children encounter at a school, parents may contact the South Carolina Department of Education Ombudsman -will use the grievance procedures set forth in policy to process complaints based on alleged violations of Title VI of the Civil Rights Act of 1964; Title VII of the Civil Rights Act of 1964; Title IX of the Education Amendments Act of 1972; Section 504 of the Rehabilitation Act of 1973; and Titles I and II of the Americans with Disabilities Act of 1990 (referred to as "civil rights grievances").

Adopted: July 18, 2001

Revised: July, 2010; October, 2016

Legal references:

A. Federal statutes:

1. Title VI of the Civil Rights Act of 1964 - Prohibits discrimination on the basis of race, color, national origin, religion or sex.
2. Title VII of the Civil Rights Act of 1964 - Prohibits employment discrimination on the basis of race, color, national origin, religion or sex.
3. Section 504(b) of Rehabilitation Act of 1973 - 0Prohibits discrimination against "otherwise qualified" handicapped persons by federal grantees.
4. Title IX of the Education Amendments of 1972 - Prohibits sex discrimination by federal education grantees.
5. Title IV of the Civil Rights Act of 1964 - Public school desegregation.
6. Equal Pay Act of 1972 - Nondiscrimination as to wages on basis of sex.
7. Age Discrimination in Employment Act - Nondiscrimination on the basis of age in employment.
8. Americans with Disabilities Act - Prohibits discrimination in employment and access to programs and facilities on the basis of disability.

B. South Carolina Code of Laws, 1976 as amended:

1. Section 1-13-80 - Unlawful employment practices.

C. U.S. Supreme Court:

1. Plyler vs. Doe, 1982.