

ROSEVILLE AREA SCHOOLS
Independent School District No. 623

Policy 104 – Equal Educational and Employment Non-Discrimination

1.0 Purpose

The purpose of this policy is to provide non-discriminatory employment, working, and learning environments in compliance with State and Federal law.

2.0 General Statement of Policy

- 2.1 It is the policy of the school district not to discriminate against students or employees on the basis of race, color, creed, religion, national origin, age, marital status, disabilities, familial status, status with regard to public assistance or sex, including gender, gender identity and expression, or sexual orientation, in its education programs or employment policies and practices as required by State and Federal law.
- 2.2 The school district prohibits the harassment of any individual for any of the categories listed above. For information about the types of conduct that constitute harassment and the school district's internal procedures for addressing complaints of harassment and violence, please refer to the district's policy on harassment and violence.
- 2.3 The district will provide equal educational opportunity for all learners and will identify, evaluate, and provide an appropriate public education to learners who are disabled within the definition of Section 504.
- 2.4 The district will provide a non-discriminatory environment for all employees in all areas of employment including hiring, discharge, promotion, compensation, facilities, or privileges of employment.
- 2.5 The school district will provide a means for the prompt and equitable resolution of complaints alleging discrimination or any action prohibited by district policy or State and Federal law.

Adopted: 8/22/95
Revised: 11/25/08
Revised: 4/10/18