

NONDISCRIMINATION POLICY

Consistent with all applicable federal and Ohio laws with respect to equal employment opportunity and nondiscrimination by recipients of federal financial assistance, the policy of the Board is to make employment decisions on the basis of qualifications without regard to race, color, religion, gender, national origin, age, ancestry, or disability and to maintain school programs that do not exclude participation in or discriminate against participants on legally proscribed grounds. The Board is committed, consistent with law, to the affirmative recruitment of minorities within the ranks of professional and nonprofessional staff when underutilization of minorities occurs. The Superintendent is responsible for informing recruitment sources of this policy and for monitoring and assuring the appropriate implementation of this policy.

The Board assures compliance with Title VI of the Civil Rights Act of 1964, Section 504 of the Rehabilitation Act of 1973, Title IX of the Education Amendments of 1972, and the Age Discrimination Act of 1975. This assurance is in consideration of and for the purpose of obtaining federal grants, loans, contracts (except contracts of insurance or guaranty), property, discounts, or other federal financial assistance to education programs or activities from the Department of Education.

The Board will comply with:

1. Title VI of the Civil Rights Act of 1964, as amended, 42 U.S.C. 2000d et seq., which prohibits discrimination on the basis of race, color, or national origin in programs and activities receiving Federal financial assistance.
2. Section 504 of the Rehabilitation Act of 1973, as amended, 29 U.S.C. 794, which prohibits discrimination on the basis of handicap in programs and activities receiving Federal financial assistance.
3. Title IX of the Education Amendments of 1972, as amended, 20 U.S.C. 1681 et seq., which prohibits discrimination on the basis of sex in education programs and activities receiving Federal financial assistance.
4. The Age Discrimination Act of 1975, as amended, 42 U.S.C. 6101 et seq., which prohibits discrimination on the basis of age in programs or activities receiving Federal financial assistance.
5. All regulations, guidelines, and standards lawfully adopted under the above statutes by the United States Department of Education.

The Board agrees that compliance with this Assurance constitutes a condition of continued receipt of Federal financial assistance, and that it is binding upon the Board, its successors, transferees, and assignees for the period during which such assistance is provided. The Board further assures that all contractors, subcontractors, sub grantees or others with whom it arranges to provide services or benefits to its students or employees in connection with its education programs or activities are not discriminating in violation of the above statutes, regulations, guidelines, and standards against those students or employees. In the event of failure to comply the Board understands that assistance can be terminated and the Board denied the right to receive further assistance. The Board also understands that the Department of Education may at its discretion seek a court order requiring compliance with the terms of the Assurance or seek other appropriate judicial relief.

The Board designates the following District Coordinators for purposes of this policy:

- Assistant Superintendent - Title VI Coordinator
- Assistant Superintendent - Title IX Coordinator
- Director of Pupil Services- Section 504 Coordinator

The Board has adopted separate policies and procedures for sexual harassment, including the identification of a Title IX Coordinator. All sexual harassment reports must be managed in accordance with the sexual harassment policy and procedure.