



# Douglas County School District

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## DOUGLAS COUNTY SCHOOL DISTRICT BOARD RESOLUTION

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### **A Resolution of the Board of Trustees of the Douglas County School District Affirming their Commitment to Equitable Educational Opportunities for all Students**

WHEREAS, the Douglas County School District Board of Trustees are committed to ensuring equitable educational opportunities for all students; and

WHEREAS, discrimination based on race, sex, disability, ethnicity; gender; gender identity/expression; sexual orientation; ability/disability status; religion and spirituality; age; education; socio-economic status; language/communication modality; individual experiential backgrounds; lifestyle (interests, hobbies, activities, affiliations); family dynamics; and any other protected class in conformance with federal, state, and local laws has no place in American society and especially in the Douglas County School District (“DCSD” or “the District”); and

WHEREAS, the DCSD condemns discrimination based on race, sex, disability, ethnicity; gender; gender identity/expression; sexual orientation; ability/disability status; religion and spirituality; age; education; socio-economic status; language/communication modality; individual experiential backgrounds; lifestyle (interests, hobbies, activities, affiliations); family dynamics; and any other protected class in conformance with federal, state, and local laws and will not tolerate such conduct; and

WHEREAS, in accordance with Douglas County School District Board Policy 103, DCSD strives to remove any vestige of discrimination in educational opportunities and services offered students; in student assignment to schools and classes; in student discipline; and in educational offerings and materials.

WHEREAS, in accordance with Douglas County School District Board Policy 437, DCSD employees should not present social and political theories as fact; and

WHEREAS, the Board of Trustees of the DCSD has the legal authority to determine the curriculum/standards taught in the DCSD within the parameters set by law; and

WHEREAS, the Board of Trustees of the DCSD can require education staff to exclusively teach the curriculum approved by the DCSD Board of Trustees;

NOW, THEREFORE BE IT RESOLVED on this 14th day of March 2023 by the Board of Trustees of the Douglas County School District that discrimination based on race, sex, disability, ethnicity; gender; gender identity/expression; sexual orientation; ability/disability status; religion and spirituality; age; education;

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socio-economic status; language/communication modality; individual experiential backgrounds; lifestyle (interests, hobbies, activities, affiliations); family dynamics; and any other protected class in conformance with federal, state, and local laws is rejected and will not constitute the basis for any instruction in the DCSD; and

NOW, BE IT FURTHER RESOLVED that the following doctrines cannot be taught nor implied by education staff in the DCSD:

- A. An individual by virtue of their race, sex, disability, ethnicity; gender; gender identity/expression; sexual orientation; ability/disability status; religion and spirituality; age; education; socio-economic status; language/communication modality; individual experiential backgrounds; lifestyle (interests, hobbies, activities, affiliations); family dynamics; and any other protected class in conformance with federal, state, and local laws will inherently discriminate against others, whether consciously or unconsciously.
- B. Individuals are either members of the oppressor class or oppressed class because of their race, sex, disability, ethnicity; gender; gender identity/expression; sexual orientation; ability/disability status; religion and spirituality; age; education; socio-economic status; language/communication modality; individual experiential backgrounds; lifestyle (interests, hobbies, activities, affiliations); family dynamics; and any other protected class in conformance with federal, state, and local laws.
- C. An individual is inherently, morally or otherwise superior or inferior to another individual because of their race, sex, disability, ethnicity; gender; gender identity/expression; sexual orientation; ability/disability status; religion and spirituality; age; education; socio-economic status; language/communication modality; individual experiential backgrounds; lifestyle (interests, hobbies, activities, affiliations); family dynamics; and any other protected class in conformance with federal, state, and local laws.
- D. An individual should be discriminated against, receive adverse treatment, or receive favorable treatment as a result of their race, sex, disability, ethnicity; gender; gender identity/expression; sexual orientation; ability/disability status; religion and spirituality; age; education; socio-economic status; language/communication modality; individual experiential backgrounds; lifestyle (interests, hobbies, activities, affiliations); family dynamics; and any other protected class in conformance with federal, state, and local laws.



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- E. An individual, by virtue of their race, sex, disability, ethnicity; gender; gender identity/expression; sexual orientation; ability/disability status; religion and spirituality; age; education; socio-economic status; language/communication modality; individual experiential backgrounds; lifestyle (interests, hobbies, activities, affiliations); family dynamics; and any other protected class in conformance with federal, state, and local laws bears responsibility for actions committed in the past or present by other members of the same status.
  
- F. An individual should feel guilt, anguish or any other form of psychological distress on account of their race, sex, disability, ethnicity; gender; gender identity/expression; sexual orientation; ability/disability status; religion and spirituality; age; education; socio-economic status; language/communication modality; individual experiential backgrounds; lifestyle (interests, hobbies, activities, affiliations); family dynamics; and any other protected class in conformance with federal, state, and local laws.

Notwithstanding the above restrictions and affirmations , the DCSD Board of Trustees recognizes the essential nature of discourse surrounding historical and current events. Instruction and discourse in the DCSD will focus on the facts surrounding these events and not on the indoctrination or infusion of opinions , political platforms, beliefs, etc.

APPROVED AND ADOPTED, this 20th day of March, 2023.

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Susan Jansen, President

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David Burns, Clerk

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Keith Lewis, Superintendent