

## **NONDISCRIMINATION/EQUAL OPPORTUNITY**

Code **AC** Revised **10/18**

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Purpose: To establish the basic structure for conduct of district programs in compliance with applicable laws.

The district is required by federal and state laws, executive orders, rules and regulations not to illegally discriminate on the basis of race, religion, color, disability, sex (including pregnancy, childbirth, or any related medical conditions), age, alienage, national origin, marital status, family sex-orientation, immigrant status or English-speaking status. The district, therefore, commits itself to nondiscrimination in all its education and employment activities.

Further the board affirms the right of all students and staff to be treated with respect, to have due process and to be protected from intimidation, discrimination, physical harm and/or harassment.

Harassment/discriminatory behavior that denies civil rights or access to equal educational opportunities includes comments, name-calling, physical conduct, or other expressive behavior directed at an individual or group that intentionally demeans the race, color, religion, national origin, marital status, immigration status, English-speaking status, sex orientation, sex (including pregnancy, childbirth, or any related medical conditions), age (40 or older), genetic information, national origin, or disability of the individual or individuals or creates an intimidating, hostile or demeaning environment for education.

The following person has been designated to handle inquiries, questions, and grievances regarding the district's nondiscrimination policy:

Director of Federal and State Programs  
118 McEdco Road  
Woodruff, SC 29388  
864-476-3186

In the event that the Director of Federal and State Programs is unavailable or is the subject of a grievance that would otherwise be made to the Director of Federal or State Programs, reports should instead be directed to:

Director of Personnel  
118 McEdco Road  
Woodruff, SC 2938  
864-476-3186

Adopted 6/2/97; Revised 2/4/08, 12/7/09, 11/5/12; 10/1/18

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Legal references:

A. United States Code:

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 – Prohibits 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, 1975 as amended:

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

C. U.S. Supreme Court:

1. Plyler vs. Doe, 1982.