

It is the policy of this District to provide a learning and working environment free from discrimination and harassment on the basis of race, color, creed, national origin, sex, sexual orientation, gender identity or expression, religion, age, disability, genetic information, protected veteran status or any other characteristic protected by law in its educational programs or employment practices. The purpose of this policy and accompanying Civil Rights Grievance Procedure (Policy 294P1) is to provide a method for the expeditious processing of grievances and a means to eliminate unlawful discrimination or harassment within the District.

Anyone who believes that he/she has been the recipient of illegal discrimination or harassment, based on race, color, national origin, sex, sexual orientation, gender identity or expression, religion, age, disability, genetic information, protected veteran status, political beliefs, or marital or family status may file a grievance in accordance with this policy and the procedures outlined in Policy 294P1.



LEGAL REFERENCE:

Idaho Code Sections

H182 (2023, Ch. 239, Session Laws) – Public Prayer
67-5901 – Idaho Human Rights Act

Federal Law

42 USC §§2000e *et seq.* – Title VII of the Civil Rights Act of 1965
42 USC §§2000d *et seq.* – Title VI of the Civil Rights Act of 1964
42 USC §1981 – Section 1981 of the Civil Rights Act of 1866
42 USC §1983 – Section 1983 of the Civil Rights Act of 1871
29 USC §206d – The Equal Pay Act 1963
20 USC §1681 – Title IX of the Education Amendments of 1972
29 USC §§621 *et seq.* – Age Discrimination and Employment Act of 1967
42 USC §§12101 *et seq.* – Americans with Disabilities Act of 1990, as amended by the
ADA Amendments Act of 2008
29 USC §794 – Section 504 of the Vocational Rehabilitation Act 1973
Bostock v. Clayton County, Georgia, 140 S.Ct. 1731 (2020)
Kennedy v. Bremerton Sch. Dist., 142 S.Ct. 2407 (2022)

CROSS-REFERENCE:

Civil Rights Grievance Procedures – Policy 294P1
Title IX Grievance Procedures – Policy 296P1
Non-Discrimination in Employment – Policy 410
Sexual Harassment – Policy 414
Student Harassment – Policy 506
Prohibition Against Harassment, Intimidation and Bullying – Policy 506.50

ADOPTED: September 8, 2003

AMENDED: August 14, 2023