

Board Policy G-19: Discrimination, Harassment, Sexual Harassment, and Retaliation Prohibited



REFERENCES

[G-19.A: Administrative Procedures, Discrimination, Harassment, and Retaliation Prohibited](#)
[G-19.B: Administrative Procedures, Title IX Sexual Harassment Grievance Process](#)
[Form G-19, G20, & Title IX: Complaint and/or Request for Investigation](#)
[20 U.S.C. §1681-86, Title IX of the Education Amendments of 1972, 34 C.F.R. Part 106](#)
[20 U.S.C. §7905, Boy Scouts of America Equal Access Act, 34 C.F.R. §108 et seq.](#)
[29 U.S.C. §206\(d\), The Equal Pay Act of 1963](#)
[29 U.S.C. §621 et seq., Age Discrimination in Employment Act of 1967, 29 C.F.R. §621-634](#)
[29 U.S.C. §794, Section 504 of the Rehabilitation Act of 1973, 34 C.F.R. §104 et seq.](#)
[29 U.S.C. §2601, The Family Medical Leave Act of 1993, 29 C.F.R. §825](#)
[32 U.S.C. §2000\(d\), Title VI Civil Rights Act of 1964, 34 C.F.R. §100 et seq.](#)
[38 U.S.C. §4212 et seq., The Vietnam Era Veterans' Readjustment Assistance Act of 1974](#)
[42 U.S.C. §2000\(e\), Title VII of the Civil Rights Act of 1964](#)
[42 U.S.C. § 2000gg, Pregnant Workers Fairness Act](#)
[42 U.S.C. §6101-6107, Age Discrimination Act of 1975, 34 C.F.R. §110 et seq.](#)
[42 U.S.C. §12101 et seq., ADA Amendments Act of 2008, 29 C.F.R. §1630](#)
[42 U.S.C. §12111 et seq., Title II of the Americans with Disabilities Act of 1990 \(ADA\), 29 C.F.R. §35](#)
[29 C.F.R. §1635, Title II of the Genetic Information Nondiscrimination Act of 2008](#)
[The Pregnancy Discrimination Act of 1978](#)
[October 26, 2010 Dear Colleague Letter](#)
[May 26, 2011 Dear Colleague Letter](#)
[December 2, 2011 Dear Colleague Letter](#)
[Utah Code Ann. §34A-5-101 et seq., Utah Antidiscrimination Act](#)
[Utah Code Ann. §71A-2--101 et seq., Veteran's Preference](#)
[Board Policy G-20: Bullying, Cyber-bullying, Hazing, and Abusive Conduct Prohibited](#)
[Board Policy G-24: Gender Inclusion](#)
[Board Policy S-3: Student Conduct and Discipline](#)

THE POLICY

THIS POLICY MUST BE PUBLISHED ANNUALLY IN ALL STUDENT AND EMPLOYEE HANDBOOKS.

The Salt Lake City School District Board of Education is committed to providing a working and learning environment free from harassment, discrimination, sexual harassment, and retaliation. The board values diversity among its students and employees. Accordingly, no otherwise qualified person shall be excluded from participation in, be denied the benefits of, or otherwise be subjected to unlawful discrimination in any district program or activity on the basis of age, color, disability, gender, gender identity, genetic information, national origin, pregnancy, race, religion, sex, sexual orientation, or veteran status (Protected Classes).

These protections apply to students, employees, and other members of the public. The district is committed to providing equal access and equal opportunity in its programs, services, and employment including its policies, complaint processes, program accessibility, district facility use, accommodations, and other Equal Employment Opportunity matters. The district shall operate as an equal opportunity employer and will provide and safeguard the opportunity for all persons to seek, obtain, hold, and advance in employment within the district without discrimination. The district will also proactively recruit underrepresented groups, including women, minorities, people with disabilities, and eligible veterans. Employment decisions shall be based on job-related qualifications and competence.

The district also provides equal access to district facilities for all youth groups listed in Title 36 of the United States Code, including scouting groups.

The district prohibits any individual from engaging in discrimination, harassment, or sexual harassment. The district also prohibits retaliation against individuals who, in good faith, report potential violations of this policy, file a formal complaint, or participate in an investigative process. In addition, it is a violation of this policy for any district employee to not report

harassment, discrimination, sexual harassment, or retaliation to the appropriate individual. Violations of this policy may result in discipline for both students and district employees.

The purpose of this policy is to promote working and learning environments that are free of discrimination, harassment, sexual harassment, and retaliation, and to affirm the district's commitment to non-discrimination, equity in education, and equal opportunity for employment.

Individuals who believe that they have been subjected to unlawful discrimination, harassment, or retaliation should report the incident immediately to the school principal, department supervisor, or designee, as outlined in the G-19.A administrative procedures accompanying this policy. Complaints will be investigated with fairness and reasonable speed.

Individuals who believe that they have been subjected to sexual harassment should report the incident immediately to either their school's Deputy Title IX Coordinator or the district's Title IX Coordinator, Tina Hatch, as outlined in the G-19.B administrative procedures which accompany this policy. All complaints will be investigated with fairness and reasonable speed.

Refer to Board Policy G-20: Bullying, Cyber-bullying, Hazing, and Abusive Conduct Prohibited, and its associated administrative procedures for guidance on those issues. Board Policy G-20 applies to both students and school employees. Board Policy S-3: Student Conduct and Discipline, and its associated administrative procedures contains the student code of conduct and describes student rights and responsibilities. Employees should consult the appropriate employee handbooks and/or negotiated agreements for a description of their rights and responsibilities.

Discrimination Prohibited Statement for publications and applications:

No district employee or student shall be subjected to discrimination in employment or any district program or activity on the basis of age, color, disability, gender, gender identity, genetic information, national origin, pregnancy, race, religion, sex, sexual orientation, or veteran status. The district is committed to providing equal access and equal opportunity in its programs, services and employment including its policies, complaint processes, program accessibility, district facility use, accommodations and other Equal Employment Opportunity matters. The district also provides equal access to district facilities for all youth groups listed in Title 36 of the United States Code, including scouting groups. The following person has been designated to handle inquiries and complaints regarding unlawful discrimination, harassment, sexual harassment, and retaliation: Tina Hatch, Compliance Officer/Title IX Coordinator, 440 East 100 South, Salt Lake City, Utah 84111, (801) 578-8388. You may also contact the Office for Civil Rights, Denver, CO, (303) 844-5695.

The district has set forth its specific processes for implementing this board policy through the accompanying [G-19.A](#) and [G-19.B](#) administrative procedures.