Non-Discrimination Policy Statement (All Individuals)

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The school district prohibits discrimination, including harassment, of school employees on the basis of:

- Race;
- Sex, sexual orientation, gender identity, sex stereotypes, sex characteristics, pregnancy or related conditions;
- Parental, family, or marital status;
- Color;
- Religion;
- Ancestry or national origin;
- Age;
- Disability; and
- Genetic information.

The school district prohibits discrimination, including harassment, of students on the basis of:

- Race (including traits associated with race involving hair texture, Afro hairstyles and protective hairstyles such as braids, twists, and locks);
- Sex, sexual orientation, gender identity, sex stereotypes, sex characteristics, pregnancy or related conditions;
- Parental, family, or marital status;
- Color;
- Religion;
- Ancestry or national origin; and
- Disability.

The Board directs the school administration to implement a continuing program designed to prevent discrimination against all applicants, employees, students, and other individuals having access rights to school premises, programs, and activities.

The school district has designated and authorized a Title IX Coordinator who is responsible for ensuring compliance with all federal and state requirements prohibiting discrimination, including sexual/sex-based harassment. The Title IX Coordinator is a person with direct access to the Superintendent.

The school district has implemented complaint procedures for resolving complaints of discrimination and harassment under this policy. The school district provides required notices of non-discrimination policies and complaint procedures, how they can be accessed, and the school district's compliance with federal and state civil rights laws and regulations to all applicants for employment, employees, students, parents, and other interested parties.

The Inter-Lakes School District is committed to providing learning and work environments in which all

individuals are treated with respect and dignity. Each individual has the right to learn and work in an atmosphere which promotes equal opportunities and prohibits discriminatory practices, including harassment. Therefore, the Inter-Lakes School District expects that all relationships among employees and students will be free of bias, prejudice and harassment.

In order to ensure an environment free of discrimination the Inter-Lakes School District will adhere to the guidelines described below. However, this policy is not intended to anticipate every possible situation that may occur, since the needs of an individual and families may differ. The School District will consider the needs of individuals on a case-by-case basis, and will utilize this policy and other available resources as appropriate. Additionally, in order to meet the needs of a student planning to access the environments described below, students and parents should schedule a meeting with the student's Building Principal and/or Guidance Counselor. Non-student individuals who would like to discuss support beyond the list below are welcome, at the individual's discretion, to contact the School District's Human Resource Director and/or Superintendent.

Restrooms: A student or other individual who identifies themselves as transgender under this policy should be permitted to use the restrooms assigned to the gender which the individual consistently asserts at school/work. Any individual who expresses a need for privacy will be provided with reasonable alternative facilities or accommodations such as using a single-occupancy facility. However, no individual shall be required to use a separate single-occupancy facility over the individual's objection.

Student Locker Rooms: The use of locker rooms requires schools to consider a number of factors, including, but not necessarily limited to the safety and comfort of students; the transgender student's preference; student privacy; the ages of students; and available facilities. As a general rule, transgender students will be permitted to use the locker room assigned to the gender which the student consistently asserts at school. A transgender student will not be required to use a locker room that conflicts with the gender identity consistently asserted at school. Any student who expresses a need for privacy will be provided with reasonable alternative facilities or accommodations, such as using a restroom facility or separate schedule.

Other Gender-Segregated Facilities or Activities: As a general rule, in any other facilities or activities when students or employees may be separated by gender, transgender individuals may participate in accordance with the gender identity consistently asserted at school/work. This includes housing during overnight fieldtrips and professional trips. Any individual who expresses a need for privacy will be provided with reasonable alternative facilities or accommodations.

If there are no facilities (restrooms, locker rooms, or other gender-segregated facilities) that align with the gender which the student consistently asserts at school (i.e. in the case of a student who is gender non-binary), a plan which best supports the student will be developed through discussions with the student and the student's parents/guardians. For purposes of this policy, gender non-binary describes an individual whose gender identity and/or expression does not align with the gender binary of male or female.

A. <u>Policy Application</u>.

This Policy is applicable to all persons employed or served by the District. It applies to all sites and activities the District supervises, controls, or where it has jurisdiction under the law, including where it (a) occurs on, or is delivered to, school property or a school-sponsored activity or event on or off school property; or (b) occurs off of school property or outside of a school-sponsored activity or event, if the conduct interferes with a student's educational opportunities or substantially disrupts the orderly operations of the school or school-sponsored activity or event**,** as set forth in Board policy #5149.1, Bullying and Cyberbullying Pupil Safety and Violence Prevention. Examples of sites and activities include all District buildings and grounds, school buses and other vehicles, field trips, and athletic competitions.

B. Plan to Prevent, Assess, the Presence of, Intervene In, and Respond to Incidents of Discrimination, the "Plan"

The Superintendent shall develop and provide to the School Board for approval, a coordinated written District Plan (the "Plan") to prevent, assess the presence of, intervene in, and respond to incidents of discrimination. , "The Plan" and revisions will be presented to the School Board for Approval.

C. Administrative Procedures and Regulations.

The Superintendent shall develop such other procedures and regulations as are necessary and appropriate to implement this Policy.

Legal References:

RSA 186:11, XXXIII, Discrimination
RSA 193:38, Discrimination in Public Schools
RSA 193-F, Student Safety and Violence Protection Act
RSA 275:71, Prohibited Conduct by Employer
RSA 354-A, State Commission for Human Rights
The Age Discrimination in Employment Act of 1967, 29 U.S.C. 621, et seq.
The Rehabilitation Act of 1973, 29 U.S.C. 705 and 794
Title II of The Americans with Disabilities Act of 1990, 42 U.S.C. 12101, et seq.
Title IV of the Civil Rights Act of 1964, 42 U.S.C. §2000c
Title VII of The Civil Rights Act of 1964, 42 U.S.C. 2000d, et seq
Title IX of the Education Amendments of 1972, 20 U.S.C 1681, et seq
NH Dept of Ed. Rule 303.01 (i), School Board Substantive Duties
Pregnant Workers Fairness Act, 42 U.S.C. §§ 2000gg to 2000gg-6.
Equal Pay Act of 1963, 29 U.S.C. § 206.

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