

ROSEVILLE AREA SCHOOLS
Independent School District No. 623

Policy 104 – Equal Educational and Employment Non-Discrimination

1.0 Purpose

The purpose of this policy is to provide non-discriminatory employment, working, and learning environments in compliance with State and Federal law.

2.0 General Statement of Policy

- 2.1 The policy of the school district is to provide equal educational opportunity for all students and equal employment opportunity for all applicants and employees. The school district does not discriminate against students or employees on the basis of one or more of the following: race, color, creed, religion, national origin, sex, gender identity, marital status, disability, status with regard to public assistance, sexual orientation, familial status, or age. The school district also makes reasonable accommodations for students and employees with disabilities.
- 2.2 The school district prohibits the harassment of any individual based on any of the categories listed above. For information about the types of conduct that constitute harassment and discrimination and the school district's internal procedures for addressing complaints of discrimination, harassment and violence, please refer to the district's policy on discrimination, harassment and violence prevention (Policy 416 and 506).
- 2.3 The school district does not discriminate on the basis of disability in violation of Section 504 of the Rehabilitation Act of 1973 ("Section 504"). The school district provides services, accommodations, and programs to students with disabilities to ensure they receive a free appropriate public education and offers reasonable accommodations to qualified individuals with disabilities. For information as to protections that may apply pursuant to Section 504 and the school district's corresponding procedures for addressing disability discrimination complaints, refer to the school district's [regulation/policy on __ (title) __ (Regulation/Policy #)].
- 2.4 The school district does not discriminate on the basis of sex and prohibits sex discrimination in any education program or activity that it operates, as required by Title IX and its regulations, including in admission and employment. For information as to the protections that apply pursuant to Title IX and the school district's corresponding grievance procedures and processes for addressing sex discrimination, refer to the school district's policy on Title IX sex nondiscrimination (Policy #)].
- 2.5 To the extent this policy applies to employees and applicants for employment, it applies to all areas of employment, including hiring,

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discharge, promotion, compensation, facilities, or privileges of employment.

- 2.6 To the extent this policy applies to students, it applies to all areas of education, including academics, coursework, cocurricular and extracurricular activities, or other rights or privileges of enrollment.
- 2.7 Every school district employee shall be responsible for complying with this policy.
- 2.8 The school district will provide a means for the prompt and equitable resolution of complaints alleging discrimination or any action prohibited by district policy or State and Federal law.

Adopted: 8/22/95
Revised: 11/25/08
Revised: 4/10/18
Revised: 6/10/25