

## Equal Opportunity

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<b>Level:</b> <b>Policy</b> G-Personnel	<b>Accompanying</b> Procedure: P.GAAA	<b>Descriptor Code:</b> <b>GAAA</b>	<b>Rescinds</b> March 28, 2014
<b>Descriptor Term:</b> <b>Equal Opportunity</b>		<b>Effective Date:</b> <b>July 3, 2018</b>	<b>Date Last Reviewed</b> <b>August 28, 2023</b>

It is the policy of the Board not to discriminate on the basis of sex, age, race, color, disability, religion or national origin in any educational program or other program, activity or service or admissions to facilities operated by the Board or in the employment practices of the Board. It is the express policy of the Board to comply with all appropriate laws and regulations relating to discrimination now in effect or hereafter enacted including Title VI, Title VII, Title IX, Section 504 of the Rehabilitation Act of 1973, the Age Discrimination in Employment Act, the Americans with Disabilities Act, Title II of the Genetic Information Nondiscrimination Act of 2008 and all accompanying regulations.

It shall be the responsibility of the Superintendent or his/her designee to develop and implement a grievance procedure consistent with this policy and applicable laws.

Any employee, student, applicant for employment, parent or other person who believes he or she has been discriminated against or harassed in violation of this policy must make a complaint in accordance with applicable procedures:

For Employees and Employment Applicants, refer to Policy GAE;  
For Students, refer to Policy JAA and Procedure P.JAA;  
For all others, contact the Director of Equity and Compliance, Title IX.

No reprisal shall occur as a result of making a report under this policy and any attempt to retaliate against a complainant shall be disciplined as is appropriate.

Confidentiality shall be maintained to the extent it is reasonably possible; however the discovery of the truth and the elimination of unlawful conduct shall be overriding considerations as well as compliance with the Open Meetings and Open Records Acts. Reasonable steps shall be taken by the Superintendent or his/her designee to publish the Grievance Policy for Students and Employees and Employment Applicants.