

NONDISCRIMINATION

The Piedmont Board of Education is committed to providing an environment that is free from discrimination, harassment, and retaliation. Discrimination or harassment based on age, race, color, national origin, alienage, ancestry, religion (including antisemitism and other forms of religious discrimination), sex, sexual orientation, gender identity, pregnancy, marital status, disability, veteran status or any other protected characteristic under applicable law is strictly prohibited. This policy will prevail in all matters concerning staff, events, students, the public, employment, admissions, financial aid, educational programs and services, facilities access, and individuals, companies, and firms with whom the board does business. Racial discrimination shall include racial slurs or other demeaning remarks concerning another person's race, ancestry, or country of origin and directed toward an employee, a student or a visitor. When an open forum is created whereby non-curricular groups are allowed to meet on the premises, Boy Scouts and other designated youth groups will have equal access.

The board directs the superintendent of schools to prepare necessary rules, regulations, and procedures to insure that all local, state, and federal laws, regulations, and guidelines are followed.

The following statement will be included in all course announcements, bulletins disseminated to all students, materials used for recruiting or describing programs and training, application or enrollment forms, brochures, and catalogs:

"The Piedmont Board of Education is committed to providing an environment that is free from discrimination, harassment, and retaliation. Discrimination or harassment based on age, race, color, national origin, alienage, ancestry, religion (including antisemitism and other forms of religious discrimination), sex, sexual orientation, gender identity, pregnancy, marital status, disability, veteran status or any other protected characteristic under applicable law is strictly prohibited. When an open forum is created whereby non-curricular groups are allowed to meet on the premises, Boy Scouts and other designated youth groups will have equal access."

Inquiries concerning application of this policy may be referred to the Executive Director of Secondary Education who oversees Title VI, Executive Director of Special Services who oversees 504/ADA or the District Title IX. Administrator. All can be reached at:

615 Edmond Road NW
Piedmont, OK 73078
405-373-2311

REFERENCE: Oklahoma Constitution, Article 1, Section 6

Title 6, Title 7, Civil Rights Act of 1964 as amended by the Equal Employment Opportunity Act of 1972

Executive Order 11246, as amended by Executive Order 11375

Equal Pay Act, as amended by the Education Amendments of 1972

Rehabilitation Act of 1973, §504

Education for All Handicapped Children Act of 1975

Immigration Reform and Control Act of 1986

Americans With Disabilities Act of 1990, 42 U.S.C. §12101

Individuals With Disabilities Education Act, 20 USC §1400, et seq.

Boy Scouts of America Equal Access Act