NONDISCRIMINATION

The Board is committed to an environment in which all individuals, including students, staff, job applicants, the general public and individuals with whom it does business, are treated with dignity and respect. The Board prohibits discrimination based on race, color, national origin, ancestry, citizenship status, religion, sex, economic status, age, disability, military status or legally acquired genetic information.

District Compliance Officer(s)

The Board designates the following individual(s) to serve as the District's compliance officers:

Title: High School Principal

Address: 100 Green Wave Way, Greenville, Ohio 45331

Phone number: 937-548-3185

Title: Director of Curriculum & Instruction

Address: 215 W. Fourth St., Greenville, Ohio 45331

Phone number: 937-548-3185

The name, title, and contact information of this individual is annually published in District handbooks and on the District website.

The compliance officers are responsible for coordinating the District's efforts to comply with applicable Federal and State laws and regulations, including, but not limited to, Title II of the Americans with Disabilities Act, Title VI and Title VII of the Civil Rights Act of 1964, Title IX of the Education Amendment Act of 1972, Section 504 of the Rehabilitation Act of 1973, and the Age Discrimination in Employment Act of 1975.

The compliance officers are responsible for addressing any inquiries or complaints regarding discrimination or retaliation in a prompt and equitable manner.

Reports and Complaints of Unlawful Discrimination/Harassment

Individuals who feel they have been subjected to unlawful discrimination or retaliation may file a complaint, either orally or in writing, with a compliance officer or an administrator, supervisor or other district-level administrator. Employees are required to promptly report to a compliance officer or an administrator, supervisor or other district-level administrator when they become aware of incidents of unlawful discrimination or retaliation. All other persons associated with the District are encouraged to promptly report when they become aware of

such incidents. Any administrator, supervisor or district-level administrator who receives such a complaint must forward it to a compliance officer.

The Board has developed complaint procedures, which are made available to every member of the school community. The complaint procedures are not intended to interfere with the rights of any individual to pursue action through State and/or Federal law, contact law enforcement, or file a complaint with the United States Department of Education, Office of Civil Rights, the Ohio Civil Rights Commission or the Equal Employment Opportunity Commission.

The Board has adopted separate policies and procedures for sexual harassment, including the identification of the Title IX Coordinator. All sexual harassment reports must be managed in accordance with the sexual harassment policy and procedure.

Interim Measures and Responsive Action

Upon receiving a complaint, a compliance officer will consider whether any interim measures should be taken to restore or preserve equal access to the District's education program or activity without unreasonably burdening the other party, including measures designed to protect the safety of all parties or the District's educational environment, or deter discrimination.

The District shall enforce its prohibitions against unlawful discrimination by taking responsive action reasonably calculated to stop and prevent further misconduct. Employees or students who engage in unlawful discrimination or retaliation may be subject to disciplinary action. The Board has identified disciplinary penalties, which may be imposed on the offender(s).

Confidentiality

Matters, including the identity of both the reporting party and the responding party, are kept confidential to the extent possible.

Retaliation

No one shall retaliate against an employee or student because he/she files a grievance; assists or participates in an investigation, proceeding or hearing regarding the charge of discrimination of an individual; or because he/she has opposed language or conduct that violates this policy. Any administrator, supervisor or district-level administrator who is aware of such retaliation shall forward it to a compliance officer. Reported acts of retaliation will be promptly investigated and addressed.

[Adoption date: August 18, 1987]
(Revision date: July 9, 1997)
(Revision date: December 13, 2004)
(Revision date: April 19, 2005)
(Revision date: January 12, 2017)
(Revision date: August 20, 2020)

(Revision date: July 15, 2021)
(Revision date: April 21, 2022)
(Revision date: September 19, 2024)
(Revision date: November 20, 2025)

LEGAL REFS.:
Civil Rights Act, Title VI; 42 USC 2000d et seq.
Civil Rights Act, (Amended 1972), Title VII; 42 USC 2000e et seq. Education Amendments of 1972, Title IX; 20 USC 1681
Executive Order 11246, as amended by Executive Order 11375
Equal Pay Act; 29 USC 206
Genetic Information Nondiscrimination Act of 2008; 42 USC 2000ff et seq.
Rehabilitation Act; 29 USC 794
Individuals with Disabilities Education Act; 20 USC 1400 et seq.
Age Discrimination in Employment Act; 29 USC 623
Immigration Reform and Control Act; 8 USC 1324a et seq.
Americans with Disabilities Act Amendments Act of 2008; 42 USC 12101
Ohio Const. Art. I, § 2 Section 2
ORC Chapter 3323
Chapter 4112
OAC 3301-35-02

CROSS REFS.:
ACA Nondiscrimination on the Basis of Sex
ACAA Sexual Harassment
ACB Nondiscrimination on the Basis of Disability
EDE Computer/Online Services (Acceptable Use and Internet Safety)
GBA Equal Opportunity Employment
GBO Verification of Employment Eligibility
IGAB Human Relations Education
IGBA Programs for Students with Disabilities
JB Equal Educational Opportunities
JFC Student Conduct (Zero Tolerance)
JFCEA Gangs
JFCF Hazing and Bullying (Harassment, Intimidation and Dating Violence)
Staff Handbooks
Student Handbooks

CONTRACT REFS.:
Teachers' Negotiated Agreement
Support Staff Negotiated Agreement

NOTE:
This category is for a general policy covering ~~all~~ many types of discrimination relating to students, staff and others. State and Federal law apply. Many districts have established District-level policies and procedures that detail their complaint response procedures. When reviewing this model policy and regulation, districts should work with their legal counsel to determine if the procedures provided in this sample meet their local needs or adjustments are needed.

On May 6, 2020, the U.S. Department of Education issued the long-awaited final Title IX regulations, which go into effect August 14, 2020. The Title IX regulations specifically define sexual harassment and establish detailed procedures for how school districts must respond to allegations of sexual harassment. Districts should ensure that all sexual harassment complaints are handled in accordance with the Title IX regulations that are outlined in ACAA, Sexual Harassment and ACAA-R, Sexual Harassment Grievance Process.

On June 15, 2020, the U.S. Supreme Court ruled that Title VII's prohibition on discrimination "because of…sex" covers discrimination on the basis of gender identity and sexual orientation. In light of this decision, districts should consider whether they want to update their nondiscrimination policies to specifically address discrimination based on gender identity and sexual orientation. Because the language in Title VII was not revised to specifically enumerate discrimination on the basis of gender identity and sexual orientation, OSBA's model nondiscrimination policy continues to use the Title VII language and prohibits discrimination on the basis of sex. Districts that wish to revise the list of protected categories should work with their Board counsel to make adjustments and then reach out to OSBA for assistance in making the updates provided by legal counsel.