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|------------------------------------------------------|--------------------------------------------------------------------------|----------------------------------|------------------------|
| Section:<br><br><b>General School Administration</b> | <b>Knox County Board of Education Policy</b>                             |                                  |                        |
|                                                      | Descriptor Term:<br><br><b>Equal Opportunity and Anti-Discrimination</b> | Descriptor Code:<br><b>C-260</b> | Issued:<br><b>9/26</b> |
|                                                      |                                                                          | Reviewed:                        | Revised:               |

Knox County Schools does not discriminate in its educational programs, activities, services, or employment practices on the basis of race, color, religion, creed, national origin, shared ancestry, ethnicity, sex, pregnancy, disability, age, genetic information, veteran status, or any other classification protected by applicable federal or state law.<sup>1-10</sup>

Knox County Schools is committed to maintaining educational programs, activities, services, and employment practices free from unlawful discrimination, harassment, and retaliation.

The purpose of this policy is to establish guidelines for reporting, investigating, and resolving complaints of unlawful discrimination, harassment, and retaliation.

This policy applies to all individuals participating in or seeking to participate in Knox County Schools educational programs, activities, services, or employment practices.

## DEFINITIONS

- **Discrimination** is defined as excluding an individual from participation in, denying the benefits of, subjecting an individual to different treatment in, or otherwise adversely affecting an individual's access to or participation in any educational program, activity, service, or employment practice because of a classification protected by applicable federal or state law.
- **Harassment** is defined as unwelcome verbal, written, graphic, electronic, or physical conduct based on a protected classification that is sufficiently severe or pervasive, or otherwise constitutes unlawful harassment under applicable federal or state law, so as to interfere with, limit, or deny an individual's ability to participate in or benefit from an educational program, activity, service, or employment.
- **Retaliation** is defined as intimidation, threats, coercion, discrimination, or other adverse action against an individual because the individual reported alleged discrimination or harassment, participated in an investigation or proceeding, or exercised rights protected by applicable federal or state law.
- **Antisemitism** is defined through as the International Holocaust Remembrance Alliance (IHRA) Working Definition of Antisemitism, as "a certain perception of Jews, which may be expressed as hatred toward Jews. Rhetorical and physical manifestations of antisemitism are directed toward Jewish or non-Jewish individuals and/or their property, toward Jewish community institutions and religious facilities."

## REPORTING AND COMPLAINT RESOLUTION

Individuals who believe they have been subjected to discrimination, harassment, or retaliation prohibited by this policy, or their parent(s)/legal guardian(s), should promptly report the alleged conduct to the appropriate principal, building level administrator, supervisor, or the Title VI Coordinator. Reports may be made orally or in writing.

Any employee who receives such a report shall promptly notify the Title VI Coordinator.

The Superintendent shall designate a Title VI Coordinator and publish the Coordinator's name, title, telephone number, and email address in accordance with applicable law.

The Superintendent shall establish administrative procedures for the prompt and equitable resolution of complaints arising under this policy.

Complaints alleging sex discrimination or sex-based harassment shall be addressed in accordance with Board Policy C-260 and its accompanying administrative procedures.

Complaints alleging disability discrimination under the Americans with Disabilities Act (ADA) shall be referred to the District's designated ADA Coordinator. Complaints involving students under Section 504 of the Rehabilitation Act of 1973 shall be referred to the District's designated Section 504 Coordinator. Such complaints shall be addressed in accordance with applicable Board policies and administrative procedures.

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### Legal References:

1. Title VI of the *Civil Rights Act of 1964*.
2. Title VII of the *Civil Rights Act of 1964*.
3. Title IX of the Education Amendments of 1972.
4. Age Discrimination Act of 1975.
5. Age Discrimination in Employment Act of 1967.
6. Genetic Information Nondiscrimination Act of 2008.
7. Section 504 of the *Rehabilitation Act of 1973*.
8. Americans with Disabilities Act of 1990.
9. 42 U.S.C. § 1981.
10. Uniformed Services Employment and Reemployment Rights Act (USERRA).
11. T.C.A. § 49-7-181.
12. T.C.A. § 49-50-1802.

### Cross References:

1. Knox County Board of Education Policy J-110 Equal Educational Opportunities.
2. Knox County Board of Education Policy J-210 Harassment of Students.
3. Knox County Board of Education Policy C-260 Sexual Harassment & Sex-Based Discrimination.
4. Knox County Board of Education Policy G-220 Harassment of Employees.