

PARK COUNTY SCHOOL DISTRICT 6

BOARD OF EDUCATION POLICY

AC

NONDISCRIMINATION

~~This district is committed to a policy of nondiscrimination in relation to race, color, national origin, sex, sexual orientation, gender identity, transgender status, age, disability, and religion. This policy should prevail in all matters concerning staff, students, education programs and services and individuals with whom the school district does business.~~

~~The school staff should establish and maintain an atmosphere in which students can develop attitudes and skills for effective, cooperative living, including:~~

- ~~a) Respect for the individual regardless of economic status, intellectual ability, race, color, national origin, sex, sexual orientation, gender identity, transgender status, age, disability, or religion;~~
- ~~b) Respect for cultural differences;~~
- ~~c) Respect for economic, political, and social rights of others;~~
- ~~d) Respect for the rights of others to seek and maintain their own identities.~~

~~The school district, in keeping with the requirements of state and federal law, will strive to remove any vestige of prejudice and discrimination in employment, assignment and promotion of personnel; in location and use of facilities; in educational offerings and instructional materials.~~

~~All employees, students and community members are hereby notified that this district does not discriminate on the basis of sex in educational programs receiving federal or state financial assistance and that it does intend to comply with Title IX of the educational amendments of 1972 and as subsequently amended. Any student or their parent, or employee who has a complaint relating to sexual harassment is referred to policy ACA and the procedures set forth therein.~~

~~The district shall strive to inform students, parents, employees, and the general public that all educational programs, specifically including vocational opportunities, are offered without regard to race, color, national origin, sex, sexual orientation, gender identity, transgender status, age, disability or religion. In order to accomplish this, a statement of nondiscrimination shall be included in the faculty and student handbooks, if any, and shall be published at least once a year in a newspaper of general circulation in the district. The notice shall include a reference to the person and the address and telephone number of the staff member designated to coordinate civil rights compliance. For purposes of this district, that person shall be the Human Resources Director.~~

~~All students shall be permitted to enroll in vocational educational programs as well as other school programs without consideration of their race, color, national origin, sex, sexual orientation, gender identity, transgender status, disability, or religion. To the extent that a prerequisite class may be required before admission, such prerequisite class shall be open to students on a nondiscriminatory basis. No student shall be denied admission on account of their limited English language skills.~~

~~Counselors shall not use counseling materials and activities or promotional and recruitment efforts that discriminate in any manner and counselors shall not direct or urge any student to enroll in a particular class program on account of that student's race, color, national origin, sex, sexual orientation, gender identity, transgender status, disability, or religion. All students shall have equal opportunities available to participate in cooperative education, work study, and apprenticeship~~

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~~training programs either now offered or which may be offered in the future.~~

Park County School District 6 does not discriminate against any individual on the basis of any legally protected category including age, sex, race, color, religion, national origin, or disability. The District's goal with nondiscrimination is to stop unlawful discrimination, prevent its recurrence, remedy any harmful effects of discrimination, eliminate any hostile educational environment, and provide a policy and regulation for investigating and resolving discrimination complaints.

Park County School District 6 intends to comply with all federal and state laws prohibiting unlawful discrimination including Title IX, Civil Rights Act of 1964, Equal Employment Opportunities Act, Section 504 of the Rehabilitation Act of 1973, Individual with Disabilities Education Act, and the Age Discrimination in Employment Act.

All District educational programs, including vocational opportunities, are offered without regard to age, sex, race, color, religion, national origin, or disability. In order to accomplish this, a statement of nondiscrimination shall be included in the faculty and student handbooks and on the District website. That notice shall include a reference to the person and the address and telephone number of the staff member designated to coordinate civil rights compliance. That person shall be the Superintendent or Communications Coordinator at 307-587-4283 or 919 Cody Ave Cody, WY 82414.

PROCESSING DISCRIMINATION COMPLAINTS

For all discrimination complaints except for Title IX, student sexual harassment, or student sexual discrimination complaints, please refer to regulation AC-R for the process to resolve the complaint. For student complaints alleging violation of Title IX, student sexual harassment, or student sexual discrimination, please refer to regulation ACA-R for the process to resolve the complaint.

ENVIRONMENTAL MEASURES

The District will eliminate factors that contribute to a hostile learning environment and adopt preventative measures to avert future harassment. Administrators, Investigators, and Coordinated Response Teams will collaborate with the Civil Rights Coordinator to identify problematic trends that negatively impact school climate and may be evident across multiple discrimination complaints. The administrators, counselors, and the Civil Rights Coordinator will develop and implement appropriate preventative measures, such as evidence-based bullying prevention programs to improve school climate. The District's equity initiatives encourage mutual respect, promote personal responsibility, and empower students to resolve conflicts. The District guidelines and training for staff are considered whether and when any such programs may be used as part of a response to a discrimination complaint, and provide appropriate training to facilitators on how to obtain voluntary consent from participants and properly mediate both individual and group sessions.

PROTECTION FROM RETALIATION

The District will investigate and respond to alleged incidents of retaliation for filing a discrimination complaint or participating in a discrimination investigation using the same process it uses for harassment. The District's updated anti-discrimination policy will address its process for protecting students and staff who experience retaliation in response to filing a complaint or participating in an investigation related to an alleged incident of harassment.

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Adoption Date: 12/16/97
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10/14/16;
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8/18/20;
9/15/20