

AH Prohibition of Discrimination, Harassment, and Retaliation

AH

Statement of Prohibition of Discrimination, Harassment, and Retaliation

The District is committed to maintaining an educational environment and workplace that is free from discrimination, harassment, and retaliation in admission or access to, or treatment or employment in, its programs, services, activities, and facilities. The District will provide equal opportunity in all areas of education, recruiting, hiring, retention, promotion, and contracted service. The District strictly prohibits discrimination and harassment against students, employees, or others on the basis of race, color, ethnicity, national origin, religion, sex/gender (to include orientation, identity, or expression), age, disability, genetic information, or any other basis prohibited by law. Any form of discrimination or harassment toward any person associated with the District regardless of where the conduct occurs is a violation of this policy. The District also strictly prohibits retaliatory actions against those who engage in protected activities.

All policies of the Board of Education and administrative procedures shall be enforced in compliance with this policy.

Statement of Compliance with Non-Discrimination and Equal Access Laws

The District will comply with the provisions and requirements of:

- Title VI of the Civil Rights Act of 1964;
- Title VII of the Civil Rights Act of 1964;
- Title IX of the Education Amendments of 1972;
- Section 504 of the 1973 Rehabilitation Act;
- Individuals with Disabilities Education Act (IDEA);
- Americans with Disabilities Act (ADA);
- Age Discrimination in Employment Act (ADEA);
- Genetic Information Nondiscrimination Act (GINA);
- Kansas Act Against Discrimination and Kansas Age Discrimination in Employment Act;

- Boy Scouts of America Equal Access Act; and
- U.S. Department of Agriculture (USDA) civil rights regulations and policies, which prohibit discrimination in any program or activity conducted or funded by the USDA, including the National School Lunch Program, the School Breakfast Program, and the Summer Food Service Program.

In addition to the prohibitions and protections outlined above, retaliation is prohibited by civil rights laws, and individuals who exercise their rights under those laws are protected from retaliatory acts.

Complaints About Discrimination, Harassment, or Retaliation

All complaints about discrimination, harassment, or retaliation should be reported and investigated as provided in Policy KN.

Training

The District will provide annual training to employees on identifying and reporting acts that may constitute discrimination, harassment, or retaliation. The Compliance Coordinator, designated investigators, designated decision-makers, designated appeal officer, and any District administrators who are designated to facilitate informal resolution processes, will receive additional annual training on this policy and implementation of the complaint process.

The District will provide, as appropriate, instruction to students regarding discrimination, harassment, and retaliation.

Public Notice of Policy

The District continuously will publicize notice of this policy, including information on how to report discrimination, harassment, and retaliation and the name and contact information for the Compliance Coordinator. The Notice of Non-Discrimination will appear on the District's website, in staff handbooks, and in student handbooks, and they will be posted in a public area of each building used for instruction or employment or open to the public. District application

forms and recruitment material will include a statement that the District does not discriminate in its programs, services, activities, facilities, or with regard to employment. The District will provide information in alternative formats when necessary to accommodate persons with disabilities.

Approved: 04/12/2021