

EQUAL EMPLOYMENT
AND EDUCATIONAL OPPORTUNITIES

The Lidgerwood Public School District is committed to a policy of equal opportunity for all employees and students. Discrimination on the basis of gender, race, creed, marital status, age, disability, national origin, sexual orientation, or color is prohibited.

"Age," as used in this policy, means the age of a person who is at least 40 years old.

The school system shall establish and maintain an atmosphere in which all persons can develop attitudes and skills for effective, cooperative living, including:

- a. Respect for the individual regardless of economic status, physical or intellectual ability, race, creed, color, religion, gender, sexual orientation, or age.
- b. Respect for cultural differences.
- c. Respect for economic, political, and social rights of others.
- d. Respect for the right of others to seek and maintain their own identities.

The school system shall strive to remove all vestiges of prejudice and discrimination in employment, assignment, and promotion of personnel; in location and use of facilities; in curriculum development and instructional materials; and in the availability of programs for children.

The school system shall continue to reexamine thoroughly all parts of the curriculum to make sure that the instructional materials accurately portray the history, contributions, and culture of the various ethnic groups in our society.

To ensure implementation of this policy, the Superintendent will:

1. Appoint an affirmative action compliance administrator.
2. Annually disseminate information emphasizing that the Lidgerwood Public School District is an Equal Opportunity Employer.

REFERENCE
12/05

POLICY ADOPTED: 05-14-2007
POLICY AMENDED:

3. Develop a complaint and appeals procedure for use by any employee or student who believes that he or she has been discriminated against, denied a benefit or excluded from participation in a district education program or activity on the basis of race, creed, color, national origin, gender, sexual orientation, age, marital status, or disabling condition.

Legal Ref: 1964 Civil Rights Act, Title VI
1964 Civil Rights Act, Title VII
Executive Order 11246, as amended
1972 Educational Amendment, Title IX
45 CFR Part 86 Regulations
1973 Rehabilitation Act, Section 503
1973 Rehabilitation Act, Section 504
45 CFR Part 84 Regulations
29 U.S.C. §626 (PL 101-433) Old Workers Benefit
Protection Act
22 U.S.C. §623; 29 U.S.C. §631 Age Discrimination in
Employment Act
42 U.S.C. 12101-12213 Americans With Disabilities Act
20 U.S.C. 1413 Individuals With Disabilities Education Act
NDCC Ch. 14-02.4 Discrimination
NDCC Ch. 15.1-32 Special Education
NDCC 34-02-27 Unlawful to discriminate because of age -
Penalty

REFERENCE
12/05

POLICY ADOPTED: 05-14-2007
POLICY AMENDED:

NON-DISCRIMINATION POLICY

STATEMENT:

The Lidgerwood Public School District, in the County of Richland and State of North Dakota, supports the provisions of federal and state laws which commit all schools to the elimination of discrimination on the basis of race, creed, color, national origin, gender, sexual orientation, marital status, age, and disability in employment and in those programs and activities offered to its students. It is the expressed intent of the Lidgerwood Public School District to provide equal opportunity for all students.

["Age," as used in this policy, means the age of a person who is at least 40 years old.]

This concept of equal opportunity will serve as a guide to the School Board, the administration, and staff in making decisions related to the employment of personnel, school facilities, curriculum, activities, and regulations affecting students and employees.

LOCATION OF POLICY:

A copy of the board policy is available for review in each school building administrative office (See policy AAC).

COMPLAINT PROCEDURE:

Any student or employee of the District who believes he or she has been discriminated against, denied a benefit, or excluded from participation in a district education program or activity on the basis of race, color, creed, national origin, gender, sexual orientation, age, marital status, or disabling condition may file a written complaint with the compliance administrator or follow other procedures outlined in the Affirmative Actions procedure. (See policy AAC-R)

COMPLIANCE ADMINISTRATOR:

The compliance administrator for this policy is the school superintendent, 28 3rd Avenue SE, 701-538-7341.

REFERENCE
12/05

POLICY ADOPTED: 05-14-2007
POLICY AMENDED: