

**NONDISCRIMINATION POLICY**

The Board is committed to a policy of nondiscrimination in relation to race, color, creed, national origin, sex, sexual orientation, religion, age, ancestry, marital status, military status, citizenship status, pregnancy, financial status, membership in any professional organization, use of lawful products while not at work, physical or mental handicap or disability, if otherwise able to perform the essential functions of the job with reasonable accommodations, and other legally protected categories. The District will make reasonable accommodation for an individual with a disability known to the District, if the individual is otherwise qualified for the position, unless the accommodation would impose an undue hardship upon the District. This policy will prevail in all matters concerning staff, students, educational programs and services, and persons with whom the Board does business.

Discrimination is any behavior that prevents individuals from achieving their full human potential. Discrimination involves treating persons as members of groups, rather than on the basis of individual capacities or merits.

In keeping with the Board's commitment and the requirements of law, the Board and staff will strive to remove any vestige of discrimination in employment, assignment, and promotion of personnel; in educational services and opportunities offered students; in location and use of facilities; and in educational materials.

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

- Respect for the individual
- Respect for socio-cultural differences
- Respect for the economic and political rights of others
- Understanding of basic human bonds

The Board and staff will, as appropriate, work with other institutions and agencies to improve human relations within the schools and in the community.



**LEGAL REFERENCE:**

Title VI & VII, Civil Rights Act of 1964, as amended by the Equal Employment Opportunity Act of 1972

Pregnancy Discrimination Act  
29 C.F.R., Part 1601, 1604.10  
34 C.F.R., Part 106

Immigration Reform and Control Act  
08 U.S.C., Section 1324(a)

Title IX of the Education Amendments of 1972

20 USC Sections 1381, 1681  
Rehabilitation Act of 1973  
Education for All Handicapped Children Act of 1975  
Executive Order 11246, as amended by E.O. 11375  
The Equal Pay Act of 1963  
29 USC Section 206d  
The Age Discrimination and Employment Act of 1967  
29 USC Section 621, *et seq.*  
Section 504 of the Vocational Rehabilitation Act of 1973  
29 USC Sections 791, 794  
Equal Pay Act, as amended by the Education Amendments of 1972  
29 USC, Sections, 2000(e)  
Title VII of the Civil Rights Act of 1965  
42 USC Section 2000e, *et seq.*  
Title VI of the Civil Rights Act 1964,  
42 USC Section 2000d, *et seq.*  
The Civil Rights Act of 1866 & 1871  
42 USC Section 1981  
42 USC Section 1983  
The Americans with Disabilities Act of 1990  
42 USC Sections 2000(d), 2000(e), 12101, 12111, *et seq.*  
Idaho Commission on Human Rights  
Idaho Code Sections 67-5901 & 5909, *et seq.*



**ADOPTED:** December 21, 1976

Revised: May 17, 1988

Revised: January 20, 2015

Revised: January 25, 2005

Revised: February 20, 2018

Reviewed: November 17, 2009