

POLICY TITLE: Nondiscrimination Policy

POLICY NO: 290

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It is the policy of this District to provide a learning and working environment free from discrimination and harassment on the basis of race, color, creed, national origin, sex, sexual orientation, gender identity or expression, religion, age, disability, genetic information, protected veteran status, or any other characteristic protected by law in the educational programs or employment practices. The purpose of this policy and accompanying Civil Rights Grievance Procedure (Policy 294P1) is to provide a method for the expeditious processing of grievances and a means to eliminate unlawful discrimination or harassment within the District.

Anyone who believes that he/she has been the recipient of illegal discrimination or harassment, based on race, color, national origin, sex, sexual orientation, gender identity or expression, religion, age, disability, genetic information, protected veteran status, political beliefs, or marital or family status may file a grievance in accordance with this policy and the procedures outlines in Policy 294P1.

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LEGAL REFERENCE:

- Title VII of the Civil Rights Act of 1965 (42 USC §§2000e,- *et seq.*)
- Title VI of the Civil Rights Act of 1964, (42 USC §§ 2000d,-*et seq.*)
- Section 1981 of the Civil Rights Act of 1866 (42 USC §1981)
- Section 1983 of the Civil Rights Act of 1871, (42 USC §1983)
- The Equal Pay Act 1963, (29 USC §206D)
- Title IX of the Education Amendments of 1972, (20 USC §1681)
- Age Discrimination and Employment Act of 1967, (29 USC §§ 621, *et seq.*)
- Americans with Disabilities Act of 1990, as amended by the ADA Amendments Act of 2008 (42 USC §§12101 – *et seq.*)
- Section 504 of the Vocational Rehabilitation Act 1973, (29 USC, *et seq.*)
- Idaho Human Rights Act, (Idaho Code §§ 67-5901, *et seq.*)
- Bostock v Clayton County, Georgia*, U.S. – (Slip Op. No. 17-1618, June 15, 2020)

CROSS REFERENCE:

- Civil Rights Grievance Procedures – Policy 294P1
- Title IX Grievance Procedures – Policy 296P1
- Non-Discrimination in Employment – Policy 410
- Sexual Harassment – Policy 414
- Student Harassment – Policy 506
- Prohibition Against Harassment, Intimidation and Bullying – Policy 506-50

ADOPTED: April 22, 1998

AMENDED: August 18, 2020