

NONDISCRIMINATION

The Greenville City Board of Education will attempt to overcome, insofar as possible, discriminatory practices.

The Board of Education's policy of nondiscrimination will extend to students, staff, job applicants, the general public and individuals with whom it does business and applies to race, color, national origin, ancestry, citizenship status, religion, sex, economic status, age, disability or military status.

The Board does not permit discriminatory practices and views harassment as a form of discrimination. Harassment is defined as intimidation by threats of or actual physical violence; the creation, by whatever means including the use of electronic communications devices, of a climate of hostility or intimidation or the use of language, conduct or symbols in such a manner as to be commonly understood to convey hatred, contempt or prejudice or to have the effect of insulting or stigmatizing an individual.

Employees or students who engage in discrimination of another employee or student shall be subject to disciplinary action.

Permission, consent or assumption of risk by an individual subjected to discrimination does not lessen the prohibition contained in this policy.

No one shall retaliate against an employee or student because he/she files a grievance, assists or participates in an investigation, proceeding or hearing regarding the charge of discrimination of an individual or because he/she has opposed language or conduct that violates this policy.

The Board designates the following individual to serve as the District's compliance officer/civil rights coordinator:

Title: Director of Administrative & Pupil Personnel Services
Address: 215 W. Fourth Street, Greenville, OH 45331
Phone number: 937-548-3185

The name, title, and contact information of this individual is annually published in District handbooks and on the District website.

The compliance officer is responsible for coordinating the District's efforts to comply with applicable Federal and State laws and regulations, including the District's duty to address any inquiries or complaints regarding discrimination/retaliation or denial of equal access in a prompt and equitable manner.

Reports and Complaints of Unlawful Discrimination/Harassment

All persons associated with the District, including, but not limited to, the Board, administration, staff, students and third parties are encouraged to promptly report incidents of unlawful discrimination/harassment.

The Board has developed complaint procedures, which are made available to every member of the school community. The Board also has identified disciplinary penalties, which may be imposed on the offender(s).

Matters, including the identity of both the charging party and the accused, are kept confidential to the extent possible

[Adoption date: August 18, 1987]
(Revision date: July 9, 1997)
(Revision date: December 13, 2004)
(Revision date: April 19, 2005)
(Revision date: January 12, 2017)

LEGAL REFS.: Civil Rights Act, Title VI; 42 USC 2000d et seq.
Civil Rights Act, (Amended 1972), Title VII; 42 USC 2000e et seq.
Education Amendments of 1972, Title IX; 20 USC 1681
Executive Order 11246, as amended by Executive Order 11375
Equal Pay Act; 29 USC 206
Rehabilitation Act; 29 USC 794
Individuals with Disabilities Education Act; 20 USC 1400 et seq.
Age Discrimination in Employment Act; 29 USC 623
Immigration Reform and Control Act; 8 USC 1324a et seq.
Americans with Disabilities Act; 42 USC 12112 et seq.
Ohio Const. Art. I, § 2
ORC Chapter 3323
Chapter 4112
OAC 3301-35-02

CROSS REFS.: ACA Nondiscrimination on the Basis of Sex
 ACAA Sexual Harassment
 ACB Nondiscrimination on the Basis of Disability
 EDE Computer/Online Services (Acceptable Use and Internet Safety)
 GBA Equal Opportunity Employment
 GBO Verification of Employment Eligibility
 IGAB Human Relations Education
 IGBA Programs for Disabled Students
 JB Equal Educational Opportunities
 JFC Student Conduct (Zero Tolerance)
 JFCEA Gangs
 JFCF Hazing
 Staff and Student Handbooks
 District Personnel Directory
 Student Handbooks

CONTRACT REFS.: Teachers' Negotiated Agreement

NOTE: *This category is for a general policy covering all types of nondiscrimination and harassment relating to students, staff and others. State and Federal law apply. Advice from your attorney would be helpful when drafting policies in this area.*

If a policy relates to staff only, to students only, or a particular form of nondiscrimination, it is better filed elsewhere. Appropriate codes for such statements are indicated by the cross-references.

Regulations pertaining to all forms of nondiscrimination or a procedure all persons can resort to for redress of grievances related to nondiscrimination would follow under code AC-R.

Board approval of regulations in this area is required by law in some instances.

The Genetic Information Nondiscrimination Act of 2008 prohibits employers from discrimination in the employment setting on the basis of genetic information.