

**PARK COUNTY SCHOOL DISTRICT #6
BOARD OF EDUCATION POLICY**

CODE: AC

NONDISCRIMINATION

Park County School District 6 is committed to a policy of nondiscrimination in all policies and practices in relation to race, color, national origin, sex, age, disability, and religion. This policy should prevail in all matters concerning staff, students, education programs and services; and individuals with whom the school district does business. Schools will be equally free and accessible to children residing in the district who are five (5) years of age as of September 15 of the applicable school year and through the school year in which they turn twenty-one (21) in accordance with W.S. §21-2-502(b).

The District, in keeping with the requirements of state and federal law, will strive to remove any vestige of prejudice and discrimination in employment, assignment and promotion of personnel; in location and use of facilities; in educational offerings and instructional materials. All employees of this district shall be hired, retained, promoted, transferred, compensated or, if necessary, terminated without regard to their race, color, national origin, sex, age, disability, or religion.

It is the policy of the District to maintain a nondiscriminatory environment free from discrimination, intimidation, harassment, or bias. All employees, students, applicants, or other persons dealing with the District who believe that they have been unlawfully discriminated against by the District will utilize the process set forth in Policy GBK, GBK-R:PM and GBK-R1.

The District shall strive to inform students, parents, employees, and the general public that all educational programs, specifically including vocational opportunities, are offered without regard to race, color, national origin, sex, age, disability or religion. In order to accomplish this, a statement of nondiscrimination shall be included in the faculty and student handbooks, if any, and shall be published at least once a year in a newspaper of general circulation in the district. The notice shall include a reference to the person and the address and telephone number of the staff member designated to coordinate civil rights compliance. For purposes of this district, that person shall be the Superintendent of Schools.

The District will adhere to the requirements of the following state and federal statutes and implementing regulations:

Americans with Disabilities Act of 1990, and as amended
Individuals with Disabilities Education Act of 2004, and as amended
Rehabilitation Act of 1973, §504 (20 U.S.C. §794) Title VII, Civil Rights Act of 1973 (42 U.S.C. §2000e)
Section 1981, Civil Rights Act of 1866 and 1870, 14 Stat. 39 (1866), 18 Stat. 140 (1870)
Age Discrimination in the Employment Act (ADEA) (29 U.S.C. §621)
Title IX, Civil Rights Act of 1974 (42 U.S.C. §2000e)
Immigration and Control Act of 1987

W.S. §§21-4-301, 21-4-303, 21-7-302, 21-4-311
Article 1, §18, Wyoming Constitution
Article 7, §12, Wyoming Constitution

See also District policies:

GBA
GBAC
GBK
GBK-R:PM
GBK-R1

Adopted: 12/16/97
Revised: 3/15/16