

**EQUAL EMPLOYMENT OPPORTUNITY/TITLE IX/IMMIGRATION ACT
AND SECTION 504 OF THE REHABILITATION ACT**

The School District is dedicated to nondiscrimination in employment and program offerings. Persons who feel discrimination has taken place should contact the District's Civil Rights Coordinator for a statement of rights and grievance procedures.

The District is dedicated to providing equal employment opportunities to all individuals based on job-related qualifications and ability to perform a job, without regard to age, sex, race, color, religion, national origin, or disability. It is the District's policy to maintain a nondiscriminatory environment free from intimidation, harassment, or bias based on these grounds.

Title IX of the Education Amendments of 1972 prohibits discrimination on the basis of sex by any educational institution receiving Federal financial assistance. Officers and employees of the District are prohibited from discrimination on the basis of sex in relation to admission, treatment of students, and terms and conditions of employment.

In accordance with the Immigration and Control Act of 1987, the District will employ only United States citizens or aliens lawfully authorized to be in the United States.

In accordance with Section 504 of the Rehabilitation Act of 1973, no otherwise qualified person will, solely by reasons of his/her disability, be excluded from participation in, be denied the benefits of, or be subject to discrimination under any program or activity sponsored by the District.

Complaints or grievances pertaining to Title IX, discrimination and Section 504 of the Americans with Disabilities Act shall be pursued in accordance with the procedures set forth in Policy AC-R.

Legal Ref.: Civil rights Act of 1964, as amended in 1972, Title VI (42 USC 2000d) and Title VII, as amended by Equal Employment Opportunity Act of 1972 (42 USC 2000e); Education Amendments of 1972, Title IX (P.L. 92-318) (20 USC 1681); 34 CFR Part 106; 45 CFR Part 80, Part 86, Part 115, Part 122, and Part 1400; 12 CFR Part 28; 24 CFR Part 7; 41 CFR Parts 10-12; Section 504 of the Rehabilitation Act of 1973 (29 USC 701, et. seq.); Immigration Reform and Control Act of 1987; W.S. 21-7-302, 27-4-302.

Adoption Date: 11/19/80
Amended: 08/18/16