

UNIFIED SCHOOL DISTRICT #409

POLICY: GAAB

COMPLAINTS OF DISCRIMINATION

(See JDDC, JGECA and KN)

The district is committed to maintaining a working and learning environment free from discrimination, insult, intimidation or harassment due to race, color, national origin, religion, sex, age, genetic information or disability. Any incident of discrimination in any form shall promptly be reported to an employee's immediate supervisor, the building principal or the district compliance coordinator for investigation and corrective action by the building or district compliance officer. Any employee who engages in discriminatory conduct shall be subject to disciplinary action, up to and including termination.

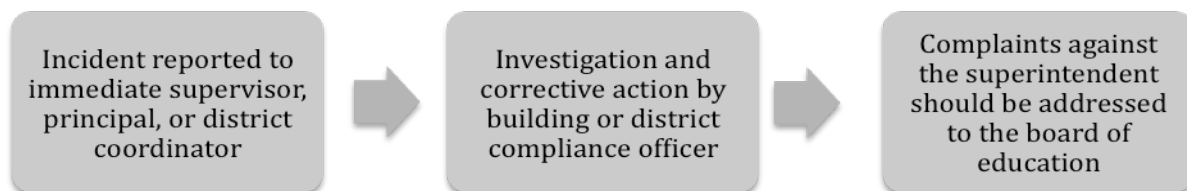
Discrimination against any individual on the basis of race, color, national origin, sex, disability, age, genetic information or religion in the admission or access to, or treatment or employment in the district's programs and activities is prohibited. The Director of Special Education has been designated to coordinate compliance with non-discrimination requirements contained in Title VI and Title VII of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, Section 504 of the Rehabilitation Act of 1973, and The Americans with Disabilities Act of 1990.

Complaints of discrimination should be addressed to an employee's supervisor or to the building principal or the compliance coordinator. Complaints against the superintendent should be addressed to the board of education.

Complaints of discrimination will be resolved using the district's discrimination complaint procedures in Policy KN.

The district prohibits retaliation or discrimination against any person for opposing discrimination, including harassment; for participating in the complaint process; or making a complaint, testifying, assisting, or participating in any investigation, proceeding, or hearing.

Summary of Complaint Procedures



Adopted: 2-04-2008

Revised: 10-05-2009, 12-07-2009, 10-01-2012, 11-02-2015, 1-08-2018, 10-14-2019