

Policy 1201: Non-Discrimination

Status: DRAFT

Original Adopted Date: Pending

The West Ada School District adheres to all federal statutes and regulations including Title VI of the Civil Rights Act of 1964; Section 504 of the Rehabilitation Act of 1973; the Age Discrimination Act of 1975; the Regulations of the U.S. Department of Health and Human Services issued pursuant to the Acts, Title 45 Code of Federal Regulations Part 80, 84, and 91; Title IX of the Education Amendments of 1972; Title II of the Americans with Disabilities Act of 1990, the Regulations of the U.S. Department of Education, Title 34 Code of Federal Regulations Parts 100, 104, and 110, and the Regulations of the U.S. Department of Justice, Title 28 Code of Federal Regulations Part 35.

Accordingly, it is the policy of the West Ada School District not to discriminate against any individual based on the above-stated protected classifications.

The Board of Trustees directs the Superintendent or designee to create procedures which foster a working and learning environment that is free from unlawful discrimination, harassment, intimidation, abusive conduct, or bullying.

This statement is in accordance with the provisions of Title VI of the Civil Rights Act of 1964; Section 504 of the Rehabilitation Act of 1973; the Age Discrimination Act of 1975; the Regulations of the U.S. Department of Health and Human Services issued pursuant to the Acts, Title 45 Code of Federal Regulations Part 80, 84, and 91; Title IX of the Education Amendments of 1972; Title II of the American's with Disabilities Act of 1990, and the Regulations of the U.S. Department of Education, Title 34 Code of Federal Regulations Parts 100, 104, 106, and 110, and the Regulations of the U.S. Department of Justice, Title 28 Code of Federal Regulations Part 35, 106 the West Ada School District is dedicated to fostering a working and learning environment that is free from unlawful discrimination, harassment, intimidation, abusive conduct, or bullying. Our commitment extends to prohibiting any form of discrimination based on actual or perceived race or ethnicity, sex, religion, color, national origin, ancestry, immigration status, physical or mental disability, medical condition, military and veteran status, marital status, age, or person's association with a person or group with one or more of these actual or perceived characteristics, affiliation with the Boy Scouts of America and other designated youth groups, or any other basis protected by federal, state, or local law, ordinance, or regulation, in employment and any program or activity it conducts or to which it provides significant assistance.. (Other federal laws and regulations provide similar protection against discrimination on grounds of sex and creed.)

The West Ada School District is dedicated to fostering a working and learning environment that is free from unlawful discrimination, harassment, intimidation, abusive conduct, or bullying. Our commitment extends to prohibiting any form of discrimination based on actual or perceived race or ethnicity, gender/sex (including pregnancy, childbirth, breastfeeding/lactation status, and related medical conditions), religion, color, national origin (including language use restrictions and possession of a driver's license issued under Vehicle Code), ancestry, immigration status, physical or mental disability (including clinical depression, bipolar disorder, HIV/AIDS, hepatitis, epilepsy, seizure disorder, diabetes, multiple sclerosis, and heart disease), medical condition (including cancer-related and genetic characteristics), military and veteran status, marital status,

age (40 and above), or a person's association with a person or group with one or more of these actual or perceived characteristics, affiliation with the Boy Scouts of America and other designated youth groups, or any other basis protected by federal, state, or local law, ordinance, or regulation, in employment and any program or activity it conducts or to which it provides significant assistance.

Individuals are encouraged to report any form or type of discrimination, at any time, including non-business hours. Reports can be made in person, by mail, by telephone, or by electronic mail, using the contact information regarding the District's various coordinators and Compliance Officers - [CLICK HERE](#) - and/or the District's Discrimination and/or Harassment Reporting Form - [CLICK HERE](#) -, which can be found on the District's website homepage under the Non-Discrimination link or through other means resulting in the designated coordinator receiving the verbal or written report.

For inquiries regarding District policies and procedures relating to Sexual Harassment and Title IX, [CLICK HERE](#); see the District's website homepage link entitled Title IX or to contact the District's Title IX Coordinator, Dr. Shana Hawkins, at 1303 E. Central Drive, Meridian, Idaho 83642.

The Superintendent is directed to establish appropriate reporting procedures in support of this policy.
