

**NONDISCRIMINATION**

The Board is committed to a policy of nondiscrimination in relation to race, sex, religion, national origin, disability, sexual orientation and other human differences. Respect for the dignity and worth of each individual will be paramount in the establishment of all policies by the Board and in the administration of those policies. The Constitutions of our nation and state, pertinent legislation enacted at those two levels of government, as well as court interpretations regarding citizens' rights, undergird this statement.

In keeping with these statements, the following will be objectives of this school district:

1. To promote the rights and responsibilities of all individuals as set forth in the state and federal constitutions, pertinent legislation and applicable judicial interpretations.
2. To encourage positive experiences in human values for children and adults who have differing personal and family characteristics or who come from various socioeconomic, racial and ethnic groups.
3. To carefully consider, in all decisions made which affect the schools, the potential benefits or adverse consequences that those decisions might have on the human relations aspects of all segments of society.
4. To initiate a process of reviewing all policies and practices of this school district in order to achieve to the greatest extent possible the objectives of this policy.
5. To work toward a more integrated society and to enlist the support of individuals as well as that of groups and agencies, both private and Governmental, in such an effort.

The Board's policy on nondiscrimination will extend to students, staff, the general public and individuals with whom it does business. (Prohibits unlawful discrimination in career and technical education programs.)

Inquiries concerning Title VI and Title IX, and Section 504 may be referred to the following administrators at the West Central School District.

Title VI (discrimination based on national origin/race)	Special Services Director
Title IX (discrimination based on gender)	Activities Director
Section 504 (discrimination based on disability)	Special Services Director

Both Special Services and Activities Director can be reached at:  
West Central School District No. 49-7  
PO Box 730  
705 E. 2<sup>nd</sup> St.  
Hartford, SD 57033  
605-528-3217

Legal References:

Title VII, Civil Rights Act of 1964; Title VII, Civil Rights Act of 1962, as amended by the Equal Employment Opportunity Act of 1972; Executive Order 11246, as amended by E.O. 11375; Equal Pay Act, as amended by the Education Amendments of 1972; Title II of the Americans with Disability Act of 1990; Title VI of the Civil Rights Act of 1964; Title IX, Education Amendments of 1972; Section 504 of the Rehabilitation Act of 1973 Education for All Handicapped Children Act of 1975; Age Discrimination in Employment Law, P.L. 95-256 Constitution of the State of South Dakota, Art. VI; SDCL 13-37; 20-12; 20-13

Policy

Adopted: 10/24/1977

Revised: 12/12/1988, 8/27/2007, 7/12/2010

Reviewed: 8/14/2019