

SEELEY ELEMENTARY SCHOOL DISTRICT

Board Policy No. 0410: Nondiscrimination in District Programs and Activities

The Board of Trustees is committed to equal opportunity for all individuals in education. District programs and activities shall be free from discrimination based on gender, sex, race, color, religion, ancestry, national origin, ethnic group identification, marital or parental status, physical or mental disability, sexual orientation or the perception of one or more of such characteristics. The Board shall promote programs which ensure that discriminatory practices are eliminated in all district activities.

District programs and facilities, viewed in their entirety, and shall be in compliance with the Americans with Disabilities Act.

The Superintendent or designee shall ensure that the district provides auxiliary aids and services when necessary to afford individuals with disabilities equal opportunity to participate in or enjoy the benefits of a service, program or activity. These aids and services may include, but are not limited to, qualified interpreters or readers, assistive listening devices, note takers, written materials, taped text, and Braille or large print materials.

Individuals with disabilities shall notify the Superintendent or principal if they have a disability that requires special assistance or services. Reasonable notification should be given prior to the school-sponsored function, program or meeting.

The Superintendent or designee shall notify students, parents/guardians, employees, employee organizations and applicants for admission and employment, and sources of referral for applicants about the district's policy on nondiscrimination. Such notification shall be included in each announcement, bulletin, catalog, application form or other recruitment materials distributed to these groups.

The Superintendent or designee shall also provide information about related complaint procedures.

In compliance with law, the district's nondiscrimination policy shall be published in the individual's primary language to the extent practicable.

Legal References:

ED CODE SECTIONS; 51002, 51019

GOVERNMENT CODES; 11000, 11138, 12900-12996, 54953.2

PENAL CODE; 422.55, 422.6

CODE OF REGULATIONS, TITLE 5; 4900-4965

UNITED STATES CODE, TITLE 20; 1400-1487, 1681-1688, 2301-2415, 6311, 6312

UNITED STATES CODE, TITLE 29; 794 Section 504

UNITED STATES CODE, TITLE 42; 2000d-2000d-7, 2000e-2000e-17, 2000h-2000h-6, 12101-12213

CODE OF FEDERAL REGULATIONS, TITLE 28; 35.101-35.190, 36.303

CODE OF FEDERAL REGULATIONS, TITLE 34; 100.1-100.13, 104.1-104.39, 106.1-106.61, 106.9

Adopted by the Board: January 13, 2009