

NONDISCRIMINATION/EQUAL OPPORTUNITY

Code **AC** Issued **7/04**

Purpose: To establish the basic structure for conduct of district programs in compliance with applicable laws regarding nondiscrimination/equal opportunity.

The board affirms the right of all ~~students, parents, staff and other community members~~ individuals to be treated with respect and to be protected from intimidation, discrimination, physical harm and/or harassment. Respect for each individual will be a consideration in the establishment of all policies by the board and in the administration of those policies by district staff.

Charleston County School District is ~~required by federal~~ committed to a policy of nondiscrimination and state laws, executive orders, rules equal opportunity for all students, parents/legal guardians, staff, visitors, personnel, and regulations community members who participate or seek to participate in its programs or activities. Therefore, the district does not ~~to~~ discriminate against any individual on the basis of race, religion, sex (including pregnancy, childbirth, or any related medical conditions), color, disability, ~~sex,~~ age (40 or older), genetic information, national origin, ~~immigrant status or English speaking status, or marital status.~~ The board commits the district to nondiscrimination in all its education and employment activities and in all its dealings with the community or any other applicable status protected by local, state, or federal law.

~~With respect to interactions with students, parents, staff and other community members, the superintendent shall not knowingly cause or allow any practice, activity, decision, or organization or organizational circumstance which is unlawful, unethical, unsafe, disrespectful, imprudent, unfair, inequitable or in violation of board policy.~~

Resolution of discrimination complaints

The district will use the grievance procedures set forth in policy to process complaints based on alleged violations of Title VI of the Civil Rights Act of 1964; Title VII of the Civil Rights Act of 1964; Title IX of the Education Amendments Act of 1972; Section 504 of the Rehabilitation Act of 1973; the Age Discrimination Act of 1975; the Age Discrimination Act in Employment Act of 1967; the Equal Pay Act of 1963; the Genetic Information Nondiscrimination Act of 2008; and Titles I and II of the Americans with Disabilities Act of 1990.

The superintendent shall provide the grievance procedures necessary to implement policies GBK Employee Grievances and JII Student Grievances for processing complaints.

(Cf. GBA, JB)

Adopted 7/26/04

Legal references:

A. Federal statutes:

1. Title VI of the Civil Rights Act of 1964 - Prohibits discrimination on the basis of race, color, national origin, religion or sex.
2. Title VII of the Civil Rights Act of 1964 - Prohibits employment discrimination on the basis of race, color, national origin, religion or sex.

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3. Section 504(b) of Rehabilitation Act of 1973 - Prohibits discrimination against "otherwise qualified" handicapped persons by federal grantees.
 4. Title IX of the Education Amendments of 1972 - Prohibits sex discrimination by federal education grantees.
 5. Title IV of the Civil Rights Act of 1964 - Public school desegregation.
 6. Equal Pay Act of 1972 - Nondiscrimination as to wages on basis of sex.
 7. Age Discrimination in Employment Act - Nondiscrimination on the basis of age in employment.
 8. Americans with Disabilities Act - Prohibits discrimination in employment and access to programs and facilities on the basis of disability.
- B. South Carolina Code of Laws, 1976 as amended:
1. Section 1-13-80 - Unlawful employment practices.