

NONDISCRIMINATION/EQUAL OPPORTUNITY

Code **AC** Issued **10/18**

The board affirms the right of all 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.

The district is committed to a policy of nondiscrimination and equal opportunity for all students, parents/legal guardians, staff, visitors, personnel, and community members who participate or seek to participate in its programs or activities. Therefore, the district does not discriminate against any individual on the basis of race, religion, sex (including pregnancy, childbirth, or any related medical conditions), color, disability, age (40 or older), genetic information, national origin, or any other applicable status protected by local, state, or federal law.

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 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 following person has been designated to handle inquiries, questions, and grievances regarding the district's nondiscrimination policy:

Superintendent
Latta Schools
205 King Street, Latta, SC 29565
Telephone: 843-752-7101

In the event that the superintendent is unavailable or is the subject of a grievance that would otherwise be made to the superintendent, reports should instead be directed to:

Assistant Superintendent
Latta Schools
205 King Street, Latta, SC 29565
Telephone: 843-752-7101

Any person who is unable to resolve a problem or grievance arising under any of the laws and regulations cited above may contact:

United States Department of Education
Office for Civil Rights, Washington DC (Metro)
400 Maryland Avenue, SW
Washington, DC 20202-1475
Telephone: (202) 453-6020; Fax: (202) 453-6021; TDD: 800-877-8339
Email: OCR.DC@ed.gov

Cf. GBK, JII

PAGE 2 - AC - NONDISCRIMINATION/EQUAL OPPORTUNITY

Adopted 9/20/85; Revised 2/17/87, 5/17/88, 8/13/91, 10/13/92, 8/10/04, 10/13/09, 10/9/18

Legal References:

A. Federal Law:

1. Age Discrimination Act of 1975, 42 U.S.C.A. Section 6101, *et seq.* - Prohibits discrimination on the basis of age.
2. Age Discrimination in Employment Act of 1967, 29 U.S.C.A. Section 621, *et seq.* - Prohibits discrimination on the basis of age in employment.
3. American with Disabilities Act of 1990, 42 U.S.C.A. Section 12101, *et seq.* - Prohibits discrimination on the basis of disability by public entities.
4. Equal Pay Act of 1963, 29 U.S.C.A. Section 206d - Prohibits discrimination in wages on the basis of sex.
5. Genetic Information Nondiscrimination Act of 2008, Section 42 U.S.C.A. 2000ff, *et seq.* - Prohibits discrimination on the basis of genetic information.
6. Section 504 of the Rehabilitation Act of 1973, 29 U.S.C.A. Section 701, *et seq.* - Prohibits discrimination on the basis of disability by entities receiving federal funding.
7. Title VI of the Civil Rights Act of 1964, 42 U.S.C.A. Section 2000d - Prohibits discrimination on the basis of race, color, or national origin, among other factors, by public elementary and secondary schools receiving federal funding.
8. Title VII of the Civil Rights Act of 1964, 42 U.S.C.A. Section 2000e, *et seq.* - Prohibits discrimination in hiring based on race, color, national origin, religion, or sex.
9. Title IX of the Education Amendments Act of 1972, 20 U.S.C.A. Sections 1681-86 - Prohibits discrimination on the basis of sex.

B. S.C. Code, 1976, as amended:

1. Section 1-13-80 - Prohibits discrimination in hiring and other employment practices on the basis of race, color, religion, sex (including pregnancy, childbirth, or related medical conditions), age, national origin, or disability.

C. Federal Cases:

1. *Plyler v. Doe*, 457 U.S. 202 (1982).