

Board Policy Document

---

## EDUCATIONAL PHILOSOPHY

### *Series 100*

**Policy Title:**           **Discrimination and Harassment on the Basis of Race, Creed, Color, Religion, National Origin, Sex, Age, Physical/Mental Disability, Gender Identity, Sexual Orientation, or Veteran Status**

**Code Number:**       **103**

First Adoption:       May 11, 1993/March 17, 2008 1

Revision Adoption:   February 28, 1995/September 18, 1999/November 26, 2002/March 17, 2008

Legal Reference:     Age Discrimination in Employment Act (ADEA), 29 U.S.C. §621 et seq.; Americans With Disabilities Act (ADA), 42 U.S.C. §1210 et seq.; Section 504 of the Rehabilitation Act of 1973, 29 U.S.C. §701 et seq.; Uniformed Services Employment & Reemployment Right Act, 38 U.S.C. §4301 et seq.; Equal Pay Act of 1963, 29 U.S.C. §206(d); Title VII of the Civil Rights Act of 1964, 42 U.S.C. §2000e et seq.; Title IX of Education Amendments 1972, 20 U.S.C. §1681 et seq.; Equal Educational Opportunities Act of 1974 (EEOA), 20 U.S.C. §1703; Individuals With Disabilities in Education Act (IDEA), 20 U.S.C. §1400 et seq.; Title VI of the Civil Rights Act of 1964, 20 U.S.C. §2000d et seq.; Vietnam Era Veteran's Readjustment Assistance Act of 1974, 38 U.S.C. §4212; Iowa Civil Rights Act of 1965, Iowa Code Chapter 216

Cross References:   AR103(a)  
                          AR103(b)  
                          AR103(c)  
                          401.3  
                          504.4  
                          602.9

Board Policy Document

---

The Sioux City Community School District prohibits discrimination based on race, creed, color, religion, national origin, sex, age, physical or mental disability, gender identity, sexual orientation or veteran status.

The School District does not and will not discriminate on the basis of these above mentioned categories in employment or in the educational programs, activities, and vocational opportunities offered by the District. Equal opportunity in educational programs and activities shall be provided to all students in the District. In order to monitor progress, course enrollment and other relevant data, as required by the Department of Education and the Office of Civil Rights, shall be collected on the basis of ethnicity, socio-economic status and disability and shall be updated annually.

Further, the District expressly prohibits any form of harassment of students or employees. Harassment or intimidation is defined as annoying, tormenting,

First Adoption: May 11, 1993/March 17, 2008 2

Revision Adoption: February 28, 1995/September 18, 1999/November 26, 2002/March 17, 2008

Legal Reference: Age Discrimination in Employment Act (ADEA), 29 U.S.C. §621 et seq.; Americans With Disabilities Act (ADA), 42 U.S.C. §1210 et seq.; Section 504 of the Rehabilitation Act of 1973, 29 U.S.C. §701 et seq.; Uniformed Services Employment & Reemployment Right Act, 38 U.S.C. §4301 et seq.; Equal Pay Act of 1963, 29 U.S.C. §206(d); Title VII of the Civil Rights Act of 1964, 42 U.S.C. §2000e et seq.; Title IX of Education Amendments 1972, 20 U.S.C. §1681 et seq.; Equal Educational Opportunities Act of 1974 (EEOA), 20 U.S.C. §1703; Individuals With Disabilities in Education Act (IDEA), 20 U.S.C. §1400 et seq.; Title VI of the Civil Rights Act of 1964, 20 U.S.C. §2000d et seq.; Vietnam Era Veteran's Readjustment Assistance Act of 1974, 38 U.S.C. §4212; Iowa Civil Rights Act of 1965, Iowa Code Chapter 216

Cross References: AR103(a)  
AR103(b)  
AR103(c)  
401.3  
504.4  
602.9

Board Policy Document

---

teasing or using derogatory words or statements pertaining to or as a result of one's race, creed, color, religion, national origin, sex, age, physical/mental disability, gender identity, sexual orientation and veteran status, when made by any student, employee, agent of or person under the control or supervision of the District, while on school property or engaged in or attending any school sponsored activity. Harassment may include, but is not limited to the following:

1. Submission to harassment is made directly or indirectly a term of condition of any individual's employment or education;
2. Harassment interferes with or affects an individual's academic or professional performance or creates an intimidating, hostile, offensive, abusive, employment or educational environment.

No employee, agent or person under the control or supervision of the District shall tolerate discrimination or harassment of any other individual, including students, or other school personnel, who are on school property or who are

First Adoption: May 11, 1993/March 17, 2008

3

Revision Adoption: February 28, 1995/September 18, 1999/November 26, 2002/March 17, 2008

Legal Reference: Age Discrimination in Employment Act (ADEA), 29 U.S.C. §621 et seq.; Americans With Disabilities Act (ADA), 42 U.S.C. §1210 et seq.; Section 504 of the Rehabilitation Act of 1973, 29 U.S.C. §701 et seq.; Uniformed Services Employment & Reemployment Right Act, 38 U.S.C. §4301 et seq.; Equal Pay Act of 1963, 29 U.S.C. §206(d); Title VII of the Civil Rights Act of 1964, 42 U.S.C. §2000e et seq.; Title IX of Education Amendments 1972, 20 U.S.C. §1681 et seq.; Equal Educational Opportunities Act of 1974 (EEOA), 20 U.S.C. §1703; Individuals With Disabilities in Education Act (IDEA), 20 U.S.C. §1400 et seq.; Title VI of the Civil Rights Act of 1964, 20 U.S.C. §2000d et seq.; Vietnam Era Veteran's Readjustment Assistance Act of 1974, 38 U.S.C. §4212; Iowa Civil Rights Act of 1965, Iowa Code Chapter 216

Cross References: AR103(a)  
AR103(b)  
AR103(c)  
401.3  
504.4  
602.9

Board Policy Document

---

engaged in or attending any school sponsored activity. Any such incidents of discrimination or harassment must be reported to an immediate supervisor or to the Director of Educational Equity.

Submission of a good faith complaint or report of discrimination or harassment will not affect the complainant or reporter's future employment, grades, learning or working environment or work assignments. All complaints will be fully investigated and acted upon as necessary to ensure that the discrimination or harassment stops and does not recur.

The School District will take any and all appropriate action, including any necessary discipline, against any employee, student, agent or any other person under the control or supervision of the District, who retaliates against any person who reports, testifies, assists, and/or participates in a proceeding, investigation or hearing relating to an incident of alleged discrimination or harassment. Retaliation includes, but is not limited to, any form of intimidation, reprisal or harassment.

First Adoption: May 11, 1993/March 17, 2008 4

Revision Adoption: February 28, 1995/September 18, 1999/November 26,  
2002/March 17, 2008

Legal Reference: Age Discrimination in Employment Act (ADEA), 29 U.S.C. §621 et seq.; Americans With Disabilities Act (ADA), 42 U.S.C. §1210 et seq.; Section 504 of the Rehabilitation Act of 1973, 29 U.S.C. §701 et seq.; Uniformed Services Employment & Reemployment Right Act, 38 U.S.C. §4301 et seq.; Equal Pay Act of 1963, 29 U.S.C. §206(d); Title VII of the Civil Rights Act of 1964, 42 U.S.C. §2000e et seq.; Title IX of Education Amendments 1972, 20 U.S.C. §1681 et seq.; Equal Educational Opportunities Act of 1974 (EEOA), 20 U.S.C. §1703; Individuals With Disabilities in Education Act (IDEA), 20 U.S.C. §1400 et seq.; Title VI of the Civil Rights Act of 1964, 20 U.S.C. §2000d et seq.; Vietnam Era Veteran's Readjustment Assistance Act of 1974, 38 U.S.C. §4212; Iowa Civil Rights Act of 1965, Iowa Code Chapter 216

Cross References: AR103(a)  
AR103(b)  
AR103(c)  
401.3  
504.4  
602.9

Board Policy Document

---

This policy should not be read to abrogate other District policies prohibiting other forms of unlawful discrimination, inappropriate behavior and/or hate crimes within this District. It is the intent of the district that all such policies be read consistently to provide the highest level of protection from unlawful discrimination in the provision of educational and employment services and opportunities.

- First Adoption: May 11, 1993/March 17, 2008 5
- Revision Adoption: February 28, 1995/September 18, 1999/November 26, 2002/March 17, 2008
- Legal Reference: Age Discrimination in Employment Act (ADEA), 29 U.S.C. §621 et seq.; Americans With Disabilities Act (ADA), 42 U.S.C. §1210 et seq.; Section 504 of the Rehabilitation Act of 1973, 29 U.S.C. §701 et seq.; Uniformed Services Employment & Reemployment Right Act, 38 U.S.C. §4301 et seq.; Equal Pay Act of 1963, 29 U.S.C. §206(d); Title VII of the Civil Rights Act of 1964, 42 U.S.C. §2000e et seq.; Title IX of Education Amendments 1972, 20 U.S.C. §1681 et seq.; Equal Educational Opportunities Act of 1974 (EEOA), 20 U.S.C. §1703; Individuals With Disabilities in Education Act (IDEA), 20 U.S.C. §1400 et seq.; Title VI of the Civil Rights Act of 1964, 20 U.S.C. §2000d et seq.; Vietnam Era Veteran's Readjustment Assistance Act of 1974, 38 U.S.C. §4212; Iowa Civil Rights Act of 1965, Iowa Code Chapter 216
- Cross References: AR103(a)  
AR103(b)  
AR103(c)  
401.3  
504.4  
602.9