

## EQUAL EDUCATIONAL OPPORTUNITY

The board requires all persons, agencies, vendors, contractors and other persons and organizations doing business with or performing services for the school district to subscribe to all applicable federal and state laws, executive orders, rules and regulations pertaining to contract compliance and equal opportunity.

The district does not discriminate on the basis of race (including skin color, hair texture, and protective hairstyles), color, religion, national origin, age, sex, disability, or marital status, sexual orientation or gender identity in its programs and activities and provides equal access to the Boy Scouts and other designated youth groups. The following person has been designated as Compliance Coordinator to handle inquiries regarding the non-discrimination policies:

Name and/or Title: Superintendent of Schools  
Address: 1501 Front St., Henderson, NE 68371  
Telephone No.: 402-723-4434

The board affirms the right of all students and staff to be treated with respect and to be protected from intimidation, discrimination, physical harm and harassment. Harassment or discriminatory behavior that denies civil rights or access to equal educational opportunities includes comments, name-calling, physical conduct or other expressive behavior directed at an individual or group that intentionally demeans the race, color, national origin, sex, disability, age or marital status of the individual or individuals or creates an intimidating, hostile or demeaning environment for education.

Every report of alleged violations of this policy that can be interpreted at the outset to fall within the protections of laws against discrimination shall be handled as a joint, concurrent investigation into all allegations and coordinated with the full participation of the Compliance Officer and Title IX Coordinator. If, in the course of an ongoing investigation of this policy, potential issues of sexual harassment or discrimination are identified, the Title IX Coordinator shall be promptly notified, and the investigation shall be conducted jointly and concurrently to address the issues of alleged sexual harassment or discrimination as well as the incidents of alleged violations of this policy.

Legal Reference:           Neb. Statute 79-2,114-2,124  
                                  20 U.S.C. §§ 1221 et seq.  
                                  20 U.S.C. §§ 1681 et seq.  
                                  20 U.S.C. §§ 1701 -1721  
                                  29 U.S. C. § 794  
                                  42 U.S.C. §§ 12101 et seq.  
                                  28 C.F.R. Pt. 35.1  
                                  34 C.F.R. Pt. 100  
                                  34 C.F.R. Pt. 104  
                                  34 C.F.R. Pt. 106

Approved \_\_\_\_\_ Reviewed \_\_\_\_\_ Revised July 17, 2021

Cross Reference

102 Educational Philosophy of the District  
402.01 Equal Employment Opportunity  
404.06 Harassment by Employees  
501 Objectives for Equal Educational Opportunities for  
Students  
504.18 Harassment by Students