

Piedmont Unified School District Board Policy

Philosophy, Goals, Objectives and Comprehensive Plans

BP 0410

NONDISCRIMINATION IN DISTRICT PROGRAMS AND ACTIVITIES

The Board of Education is committed to equal opportunity for all individuals in employment and education. District programs and activities shall be free from discrimination based on gender, race, color, religion, ancestry, national origin, ethnic group, marital or parental status, physical or mental disability, sexual orientation, social or economic status or any other unlawful consideration. The Board shall promote programs which ensure that discriminatory practices are eliminated in all district activities.

- (cf. 4030 - Nondiscrimination in Employment)
- (cf. 5145.3 - Nondiscrimination Harassment)
- (cf. 5146 - Married/Pregnant/Parenting Students)
- (cf. 6145.2 - Athletic Competition)
- (cf. 6164.4 - Identification of Individuals for Special Education)
- (cf. 6164.6 - Identification and Education under Section 504)
- (cf. 6178 - Vocational Education)
- (cf. 6200 - Adult Education)

Education

It is the policy of the Board to ensure equal educational opportunity in activities that include, but are not limited to, the following: course offerings, guidance services extra-curricular programs, and testing procedures. Therefore, the Board believes an equal opportunity program is an essential part of all educational policies and programs which seek to develop each student's full potential and foster an appreciation for cultural diversity in our society.

Employment

The Board's equal opportunity program ensures that a policy of equal access to all areas of employment within the District is followed. The principles of equal opportunity are an integral element of the Board's philosophy and extend to every aspect of employment including, but not limited to, the following: recruitment, selection, training, apprenticeships, salary, promotion, tenure, demotion or transfer, or other forms of compensation including fringe benefits.

This policy is available in the personnel office for all employees, students, parents, and other interested members of the community.

(cf. 1312.3 - Uniform Complaint Procedures)

(cf. 4031 - Complaints Concerning Discrimination in Employment)

(cf. 5145.6 - Parental Notifications)

Legal Reference:

EDUCATION CODE

200-264 Prohibition of discrimination

GOVERNMENT CODE

11000 Definitions

11138 Rules and regulations

11340-11356 Administrative regulations and rulemaking

UNITED STATES CODE TITLE 20

1400 - 1491o Individuals with Disabilities in Education Act

1681 - 1688 Discrimination based on sex or blindness,

Title IX 2301 - 2471 Car] D. Perkins Vocational and Applied Technology Act

UNITED STATES CODE TITLE 29

794 Section 504 of the Rehabilitation Act of 1973

UNITRD STATFS CODF_ TITIT 42

2000d - 2000d-7 Title VI, Civil Rights Act of 1964

2000h - 2000h-6 Title IX

CODE OF FEDERAL. REGULATIONS TITLE VI

100. 1 - 100. 13 Nondiscrimination in federal programs, effectuating Title V1

104.1 - 104.39 Section 504 of the Rehabilitation Act of 1973

106.1 - 106.61 Discrimination on the basis of sex or blindness, effectuating Title

W especially:

106.9 Dissemination of policy

Adopted: October 27, 1999