

CHAPTER 6.00 - SCHOOL ADMINISTRATION

6.39 - Discrimination

POLICY

The School Board of Levy County forbids discrimination in any form on the basis of race, color, sex, religion, age, disability, or national origin whether by an administrator, teacher, any other adult, or any student on school property or at any school-related activity except as provided by law.

(1) Description of Discrimination

Students enrolled in the Levy County Schools, agents or employees of the School Board, acting within the scope of his/her official duties, who have treated individuals differently on the basis of race, color, sex, religion, age, disability, or national origin in the context of an educational program or activity without a legitimate, nondiscriminatory reason, so as to limit the ability of the student to participate in or benefit from the services, activities, or privileges (i.e., harassing conduct -- physical, verbal, graphic, or written) that is sufficiently severe, pervasive, or persistent so as to interfere with or limit the ability of an individual to participate in or benefit from services, activities, or privileges provided by the School Board.

(2) Equal employment opportunities shall be provided to all applicants and employees with regard to recruitment, selection, and assignment of personnel; and under all employment conditions (i.e., promotion, discharge, salary, fringe benefits, job training, job classifications, employment qualifications and criteria, etc.) without regards to race, color, religion, sex, age, disability, marital status, or national origin, except as provided by law.

(3) The School Board shall comply with all state and federal laws, which prohibit discrimination and are designed to protect the civil rights of applicants, employees, and or students, or other persons or organizations protected by applicable law. Reasonable accommodations shall be provided that will not impose undue hardship to the school or district.

(4) Procedures

(a) The Director of Personnel shall be the District's contact person for all matters dealing with discrimination. The name, address, and telephone number of this person shall be made available throughout all school facilities, whether schools, administrative offices, maintenance facilities or otherwise.

(b) Any person who alleges discrimination by any staff member or student of the Levy County School System may use the District's

CHAPTER 6.00 - SCHOOL ADMINISTRATION

grievance procedures and contact the Director of Personnel, or may report such actions to any teacher, principal, administrator, or other responsible person within the school site where the action occurred.

- (c) Filing a complaint of discrimination will not reflect upon the individual's status, future employment, work assignments, future grades or extracurricular activities.
- (d) All complaints of discrimination shall be reported to the Director of Personnel and investigated as promptly as practicable.
- (e) The rights to confidentiality, both of the complainant and of the accused, will be respected, consistent with the Board's legal obligations and with the necessity to investigate allegation of misconduct and take corrective action when this conduct has occurred.
- (f) In determining whether alleged conduct constitutes discrimination, the totality of the circumstances, the nature of conduct, and the context in which the alleged conduct occurred will be investigated. The Superintendent or designee, Principal, Director of Personnel, or Equity Coordinator has the responsibility of investigating and resolving complaints of discrimination.
- (g) A substantiated charge against a School Board employee shall subject such employee to disciplinary action, including but not limited to warning, suspension or termination, subject to applicable procedural requirements.
- (h) A substantiated charge against a student shall subject that student to disciplinary action, including but not limited to suspension or expulsion, consistent with the Code of Student Conduct.
- (i) All decisions on discipline arising from discrimination shall be reviewed and approved by the Superintendent, Director of Personnel, and Equity Coordinator to ensure uniformity within the District.
- (j) Copies of records on all complaints of discrimination, including the results of the investigation, the findings as to the charge, and the action taken as a result of the complaint, shall be maintained in the office of the Director of Personnel.

CHAPTER 6.00 - SCHOOL ADMINISTRATION

(5) Educational Activities and In-Service Training

The Director of Personnel, in conjunction with the district staff, guidance counselors and social workers shall develop educational and in-service training sessions dealing with the problem of discrimination in our culture and in our schools, and shall accumulate and circulate materials for inclusion in educational training activities within the school sites and other facilities within the district.

STATUTORY AUTHORITY:

1001.41 (2), 1001.42 (17), F.S.

LAWS IMPLEMENTED:

1000.05, 1012.22 (5), F.S.,
34CFR200.43(c), 34 CFR 108, P.L.
201.44, Code of Federal Register

STATE BOARD OF EDUCATION RULE:

6A-19.008, FAC; 6A-19.001; 6A-19.009

HISTORY:

Adopted: 06/17/97
Revision Date(s): 12/03/02; 08/21/12
Formerly: