

REVISED POLICY - VOL. 28, NO. 1NONDISCRIMINATION AND
ACCESS TO EQUAL EDUCATIONAL OPPORTUNITY

Any form of discrimination or harassment can be devastating to an individual's academic progress, social relationship, and/or personal sense of self worth.

As such, the Board of School Trustees does not discriminate on the basis of race, color, national origin, sex (including transgender status, sexual orientation and gender identity), disability, age, religion, military status, ancestry, or genetic information which are classes protected by Federal and/or State law (collectively, "Protected Classes") occurring in the Corporation Career Center's educational opportunities, programs, and/or activities, or, if initially occurring off Corporation Career Center grounds or outside the Corporation Career Center's educational opportunities, programs, and activities, affecting the Corporation Career Center environment. () (including sexual orientation or transgender identity) [end of option], disability, age (except as authorized by law), religion, military status, ancestry, or genetic information (collectively, "Protected Classes") in its educational programs or activities.

The Board also does not discriminate on the basis of Protected Classes in its employment policies and practices as they relate to students, and does not tolerate harassment of any kind.

Equal educational opportunities shall be available to all students, without regard to the Protected Classes, age (unless age is a factor necessary to the normal operation or the achievement of any legitimate objective of the program/activity), place of residence within the boundaries of the District Corporation Career Center, or social or economic background, to learn through the curriculum offered in this Corporation Career Center. Educational programs shall be designed to meet the varying needs of all students.

In order to achieve the aforesaid goal, the Superintendent Executive Director shall:

A. Curriculum Content

review current and proposed courses of study and textbooks to detect any bias based upon Protected Classes ascertaining whether or not supplemental materials, singly or taken as a whole, fairly depict the contribution of both genders, various races, ethnic

BOARD OF SCHOOL TRUSTEES

PROGRAM

Central Nine ~~SCHOOL CORPORATION~~ CAREER
CENTER

2260/page 2 of 19

groups, etc. toward the development of human society;

B. Staff Training

develop an ongoing program of in-service training for school personnel designed to identify and solve problems of bias based upon the Protected Classes in all aspects of the program;

C. Student Access

1. review current and proposed programs, activities, facilities, and practices to ensure that all students have equal access thereto and are not segregated on the basis of Protected Classes in any duty, work, play, classroom, or school practice, except as may be permitted under State regulations;
2. verify that facilities are made available, in accordance with Board Policy 7510 – Use of Corporation Career Center Facilities, for non-curricular student activities that are initiated by parents or other members of the community, including but not limited to any group officially affiliated with the Boy Scouts of America or any other youth group listed in Title 36 of the United States Code as a patriotic society;

D. Corporation Career Center Support

verify that like aspects of the Corporation Career Center program receive like support as to staff size and compensation, purchase and maintenance of facilities and equipment, access to such facilities and equipment, and related matters;

E. Student Evaluation

verify that tests, procedures, or guidance and counseling materials, which are designed to evaluate student progress, rate aptitudes, analyze personality, or in any manner establish or tend to establish a category by which a student may be judged, are not differentiated or stereotyped on the basis of Protected Classes.

BOARD OF SCHOOL TRUSTEES

PROGRAM

**Central Nine
CENTER****SCHOOL CORPORATIONCAREER**

2260/page 4 of 19

The ~~Superintendent~~**Executive Director** shall appoint and publicize the name of the ~~compliance officer(s)~~**Compliance Officer(s)** who is/are responsible for coordinating the ~~Corporation~~**Career Center**'s efforts to comply with applicable Federal and State laws and regulations, including the ~~Corporation~~**Career Center**'s duty to address in a prompt and equitable manner any inquiries or complaints regarding discrimination or denial of equal access. The Compliance Officer(s) ~~shall also~~**shall** verify that proper notice of nondiscrimination for Title II of the Americans with Disabilities Act, (as amended), Title VI and VII of the Civil Rights Act of 1964, Title IX of the Education ~~Amendment—Act~~**Amendments** of 1972, **and** Section 504 of the Rehabilitation Act of 1973 (as amended), ~~and the Age Discrimination Act of 1975~~ is provided to students, their parents, staff members, and the general public.

Compliance Officer(s)

The following person(s) is/are designated as the ~~Corporation~~**Career Center**'s Compliance Officer(s) and, as such, shall handle inquiries regarding the nondiscrimination policies of the ~~Corporation~~**Career Center** and address any complaint of discrimination:

Name and Title Nicole Otte, Assistant DirectorAddress 1999 US 31 South, Greenwood, Indiana 46143Telephone No. 317-888-4401Email address note@central9.k12.in.us

Name and Title _____

Address _____

Telephone No. _____

Email address _____

Formatted Table

BOARD OF SCHOOL TRUSTEES

PROGRAM

Central Nine
CENTER

~~SCHOOL CORPORATION~~CAREER

2260/page 5 of 19

Reports and Complaints of Unlawful Discrimination and Retaliation

Students are encouraged to promptly report incidents of unlawful discrimination and/or retaliation occurring in the ~~Corporation~~Career Center's educational opportunities, programs and/or activities, or, if initially occurring off ~~Corporation~~Career Center grounds or outside the ~~Corporation~~Career Center's educational opportunities, programs and activities, affecting the ~~Corporation~~Career Center environment to an administrator, supervisor, or other ~~Corporation~~Career Center-level official so that the Board may address the conduct. Any administrator, supervisor, or other ~~Corporation~~Career Center-level official who receives such a complaint shall file it with a Compliance Officer

(X) within two (2) business days.

~~() within () business days.~~

Students who believe they have been unlawfully discriminated/retaliated against in the ~~Corporation~~Career Center's educational opportunities, programs and/or activities, or, if initially occurring off ~~Corporation~~Career Center grounds or outside the ~~Corporation~~Career Center's educational opportunities, programs and activities, affecting the ~~Corporation~~Career Center environment are entitled to utilize the complaint process set forth below. Initiating a complaint, whether formally or informally, in the ~~Corporation~~Career Center and/or a concurrent criminal complaint will not adversely affect the complaining individual's educational status or opportunity. While there are no time limits for initiating complaints under this policy, individuals should make every effort to file a complaint as soon as possible after the conduct occurs while the facts are known and potential witnesses are available.

The Compliance Officer(s) will be available during regular school/work hours to discuss concerns related to unlawful discrimination/retaliation. The Compliance Officer(s) shall accept complaints of unlawful discrimination/retaliation directly from any member of the ~~Corporation~~Career Center community or a visitor to the ~~Corporation~~Career Center, and receive complaints that are initially filed with a school building administrator, supervisor or other ~~Corporation~~Career Center-level official. Upon receipt of a complaint, either directly or through a school building administrator or other ~~Corporation~~Career Center-level official, a Compliance Officer will begin either an informal or formal process (depending on the request of the person alleging the discrimination/retaliation or the nature of the alleged discrimination/retaliation), or designate a specific individual to conduct such

BOARD OF SCHOOL TRUSTEES

PROGRAM

—Central Nine

~~SCHOOL CORPORATION~~CAREER

CENTER

2260/page 6 of 19

a process.

BOARD OF SCHOOL TRUSTEES

PROGRAM

Central Nine SCHOOL CORPORATION CAREER
CENTER

2260/page 7 of 19

The Compliance Officer will provide a copy of this policy to any person who files a complaint. In the case of a formal complaint, the Compliance Officer will prepare recommendations for the ~~Superintendent~~ Executive Director or oversee the preparation of such recommendations by a designee. All members of the ~~Corporation~~ Career Center community must report incidents of discrimination/retaliation that are reported to them to the Compliance Officer

(X) within two (2) business days

() ~~within~~ ~~()~~ business days

of learning of the incident/conduct.

Any ~~Corporation~~ Career Center employee who directly observes unlawful discrimination/retaliation is obligated, in accordance with this policy, to report such observations to one of the Compliance Officers within two (2) business days. Additionally, any ~~Corporation~~ Career Center employee who observes an act of unlawful discrimination/retaliation is expected to intervene to stop the misconduct, unless circumstances make such an intervention dangerous, in which case the staff member should immediately notify other ~~Corporation~~ Career Center employees and/or local law enforcement officials, as necessary, to stop the misconduct. Thereafter, the Compliance Officer or designee must contact the employee within two (2) business days to advise him/her of the ~~Corporation~~ Career Center's intent to investigate the wrongdoing.

Complaint Procedures

Any student who believes that s/he has been subjected to unlawful discrimination or retaliation may seek resolution of his/her complaint through the procedures described below. The formal complaint procedures involve an investigation of the individual's claims and a process for rendering a decision regarding whether the charges are substantiated at the lowest possible administrative level and in a prompt and equitable manner.

Due to the sensitivity surrounding complaints of unlawful discrimination or retaliation, timelines are flexible for initiating the complaint process; however, individuals should make every effort to file a complaint within thirty (30) calendar days after the conduct occurs. Once the formal complaint process is begun, the investigation will be completed in a timely manner (ordinarily, within fifteen (15) business days of the complaint being received).

In accordance with Federal and State law, students will be notified of their right to file an internal complaint regarding an alleged violation, misinterpretation or misapplication of Federal and/or State law pertaining to discrimination in education.

In addition, students will be notified of their right to file a complaint with the U.S. Department of Education's Office for Civil Rights or the Indiana Civil Rights Commission, as well as a concurrent criminal complaint with the law enforcement agency having jurisdiction in the ~~Corporation~~Career Center.

Informal Complaint Procedure

The goal of the informal complaint procedure is to stop quickly inappropriate behavior and facilitate resolution through an informal means, if possible. The informal complaint procedure is provided as a less formal option for a student who believes s/he has been unlawfully discriminated or retaliated against in the ~~Corporation~~Career Center's educational opportunities, programs and/or activities, or, if initially occurring off ~~Corporation~~Career Center grounds or outside the ~~Corporation~~Career Center's educational opportunities, programs and activities, affecting the ~~Corporation~~Career Center environment. This informal procedure is not required as a precursor to the filing of a formal complaint or a concurrent criminal complaint.

The informal process is available only in those circumstances where the parties (the alleged target of the discrimination/retaliation and individual(s) alleged to have engaged in the discrimination) agree to participate in it.

Students who believe that they have been unlawfully discriminated/retaliated against in the ~~Corporation~~Career Center's educational opportunities, programs and/or activities, or, if initially occurring off ~~Corporation~~Career Center grounds or outside the ~~Corporation~~Career Center's educational opportunities, programs and activities, affecting the ~~Corporation~~Career Center environment may proceed immediately to the formal complaint process and individuals who seek resolution through the informal procedure may request that the informal process be terminated at any time to move to the formal complaint process.

All complaints involving a ~~Corporation~~Career Center employee or any other adult member of the ~~Corporation~~Career Center community against a student will be formally investigated, and a concurrent criminal complaint shall be filed.

BOARD OF SCHOOL TRUSTEES

PROGRAM

Central Nine SCHOOL CORPORATION CAREER
CENTER

2260/page 9 of 19

As an initial course of action, if an individual feels that s/he is being unlawfully discriminated/retaliated against in the ~~Corporation~~Career Center's educational opportunities, programs and/or activities, or, if initially occurring off ~~Corporation~~Career Center grounds or outside the ~~Corporation~~Career Center's educational opportunities, programs and activities, affecting the ~~Corporation~~Career Center environment and s/he is able and feels safe doing so, the individual should tell or otherwise inform the person who engaged in the allegedly discriminatory/retaliatory conduct that it is inappropriate and must stop. The complaining individual should address the alleged misconduct as soon after it occurs as possible. A/The Compliance Officer is available to support and counsel individuals when taking this initial step or to intervene on behalf of the individual if requested to do so.

An individual who is uncomfortable or unwilling to inform the person who allegedly engaged in the unlawful conduct of his/her concerns is not prohibited from otherwise filing an informal or a formal complaint and filing a concurrent criminal complaint if s/he desires to do so.

In addition, with regard to certain types of unlawful discrimination, such as sexual discrimination, the Compliance Officer may advise against the use of the informal complaint process.

An individual who believes s/he has been unlawfully discriminated/retaliated against in the ~~Corporation~~Career Center's educational opportunities, programs and/or activities, or, if initially occurring off ~~Corporation~~Career Center grounds or outside the ~~Corporation~~Career Center's educational opportunities, programs and activities, affecting the ~~Corporation~~Career Center environment may make an informal complaint, either orally or in writing: (1) to a building administrator; (2) directly to the Compliance Officer(s); and/or (3) to the ~~Superintendent~~Executive Director or other ~~Corporation~~Career Center-level employee.

All informal complaints must be reported to the Compliance Officer(s) who will either facilitate an informal resolution as described below or appoint another individual to facilitate an informal resolution.

BOARD OF SCHOOL TRUSTEES

PROGRAM

Central Nine
CENTER

~~SCHOOL CORPORATION~~CAREER

2260/page 10 of 19

The ~~Corporation~~Career Center's informal complaint procedure is designed to provide students who believe they are being unlawfully discriminated/retaliated against with a range of options aimed at bringing about a prompt resolution of their concerns. Depending upon the nature of the complaint and the wishes of the individual claiming unlawful discrimination/retaliation, informal resolution may involve, but not be limited to, one or more of the following:

- A. Advising the individual about how to communicate his/her concerns to the person who allegedly engaged in the discriminatory/retaliatory behavior.
- B. Distributing a copy of Policy 2260 Nondiscrimination and Access to Equal Educational Opportunity as a reminder to the individuals in the school building or office where the individual whose behavior is being questioned works or attends school.
- C. If both parties agree, the Compliance Officer may arrange and facilitate a meeting between the individual claiming discrimination/retaliation and the individual accused of engaging in the misconduct to work out a mutual resolution.

While there are no set time limits within which an informal complaint must be resolved, the Compliance Officer or designee will exercise his/her authority to attempt to resolve all informal complaints

(X) within fifteen (15) business days of receiving the informal complaint.

~~() within _____ () business days of receiving the informal complaint.~~

Parties who are dissatisfied with the results of the informal complaint process may proceed to file a formal complaint. And, as stated above, parties may request that the informal process be terminated at any time to move to the formal complaint process.

The Compliance Officer will retain all materials that are generated as part of the informal complaint process in accordance with the Board's records retention policy. (See Policy 8310 or Policy 8330)

BOARD OF SCHOOL TRUSTEES

PROGRAM

Central Nine
CENTER

~~SCHOOL CORPORATION~~CAREER

2260/page 11 of 19

Formal Complaint Procedure

If a complaint is not resolved through the informal complaint process, if one of the parties requested that the informal complaint process be terminated to move to the formal complaint process, or if the individual elects to file a formal complaint initially, this formal complaint process shall be implemented.

An individual who believes that s/he has been subjected to unlawful discrimination/retaliation in the ~~Corporation~~Career Center's educational opportunities, programs and/or activities, or, if initially occurring off ~~Corporation~~Career Center grounds or outside the ~~Corporation~~Career Center's educational opportunities, programs and activities, affecting the ~~Corporation~~Career Center environment (hereinafter referred to as the "Complainant"), may file a formal complaint, either orally or in writing, with an administrator, the Compliance Officer(s), ~~Superintendent~~Executive Director, or other ~~Corporation~~Career Center-level official, as well as file a concurrent criminal complaint with the law enforcement agency having jurisdiction.

Due to the sensitivity surrounding complaints of unlawful discrimination and retaliation, timelines are flexible for initiating the complaint process; however, individuals should make every effort to file a complaint within thirty (30) calendar days after the conduct occurs.

If a Complainant informs an administrator, ~~Superintendent~~Executive Director, or other ~~Corporation~~Career Center-level official, either orally or in writing, about any complaint of discrimination/retaliation, the employee to whom the student complains must report such information to the Compliance Officer

(X) within two (2) business days.

~~() within () business days.~~

Throughout the course of the process, the Compliance Officer should keep the parties informed of the status of the investigation and the decision-making process.

All formal complaints must include the following information to the extent it is available: the identity of the individual believed to have engaged in, or be engaging in, the discriminatory/retaliatory conduct; a detailed description of the facts upon which the complaint is based; a list of potential witnesses; and the resolution sought by the Complainant.

BOARD OF SCHOOL TRUSTEES

PROGRAM

Central Nine SCHOOL CORPORATION CAREER
CENTER

2260/page 12 of 19

If the Complainant is unwilling or unable to provide a written statement including the information set forth above, the Compliance Officer shall ask for such details in an oral interview. Thereafter, the Compliance Officer will prepare a written summary of the oral interview, and the Complainant will be asked to verify the accuracy of the reported complaint by signing the document.

Upon receiving a formal complaint, the Compliance Officer will consider whether any action should be taken in the investigatory phase to protect the Complainant from further discrimination or retaliation, including, but not limited to, a change of schedule for the Complainant and/or the person who allegedly engaged in the misconduct. In making such a determination, the Compliance Officer should consult with the Complainant to assess his/her agreement to the proposed action. If the Complainant is unwilling to consent to the proposed change, the Compliance Officer may still take whatever actions s/he deems appropriate in consultation with the ~~Superintendent~~ Executive Director.

[X] Within two (2) business days of receiving the complaint,

~~[] Within _____ () business days of receiving the complaint,~~

the Compliance Officer, or a designee, will initiate a formal investigation to determine whether the Complainant has been subjected to unlawful discrimination/retaliation.

Simultaneously, the Compliance Officer, or a designee, will inform the individual alleged to have engaged in the discriminatory or retaliatory conduct (hereinafter referred to as the "Respondent"), that a complaint has been received. The Respondent will be informed about the nature of the allegations and provided with a copy of any relevant policies and/or administrative guidelines, including this policy. The Respondent also must be informed of the opportunity to submit a written response to the complaint

(X) within five (5) business days.

~~() within _____ () business days.~~

BOARD OF SCHOOL TRUSTEES

PROGRAM

__Central Nine
CENTER

~~SCHOOL CORPORATION~~CAREER

2260/page 13 of 19

Although certain cases may require additional time, the Compliance Officer, or a designee, will attempt to complete an investigation into the allegations of discrimination/retaliation

(X) within fifteen (15) business days of receiving the formal complaint.

~~() within _____ () business days of receiving the formal complaint.~~

The investigation will include:

- A. interview(s) with the Complainant;
- B. interview(s) with the Respondent;
- C. interviews with any other witnesses who reasonably may be expected to have any information relevant to the allegations; and,
- D. consideration of any documentation or other information presented by the Complainant, Respondent, or any other witness that is reasonably believed to be relevant to the allegations.

At the conclusion of the investigation, the Compliance Officer, or the designee, shall prepare and deliver a written report to the ~~Superintendent~~Executive Director that summarizes the evidence gathered during the investigation and provides recommendations based on the evidence and the definition of unlawful discrimination/retaliation as provided in Board policy and State and Federal law as to whether the Complainant has been subjected to unlawful discrimination/retaliation. The recommendations must be based upon the totality of the circumstances. In determining if discrimination or retaliation occurred, a preponderance of evidence standard will be used (*i.e.*, it is more likely than not that unlawful discrimination/retaliation occurred).

[X] The Compliance Officer, or the designee, should consult with the Board's legal counsel before finalizing the report to the ~~Superintendent~~Executive Director.

BOARD OF SCHOOL TRUSTEES

PROGRAM

Central Nine
CENTER

~~SCHOOL CORPORATION~~CAREER

2260/page 14 of 19

Absent extenuating circumstances, within five (5) business days of receiving the report of the Compliance Officer or the designee, the ~~Superintendent~~Executive Director must either issue a decision regarding whether the charges have been substantiated or request further investigation. A copy of the ~~Superintendent~~Executive Director's decision will be delivered to both the Complainant and the Respondent.

If the ~~Superintendent~~Executive Director requests additional investigation, the ~~Superintendent~~Executive Director must delineate the additional information that is to be gathered, and such additional investigation must be completed within five (5) business days. At the conclusion of the additional investigation, the ~~Superintendent~~Executive Director must issue a written decision as described above.

If the ~~Superintendent~~Executive Director determines the Complainant was subjected to unlawful discrimination/retaliation, s/he must identify what corrective action will be taken to stop, remedy, and prevent the recurrence of the discrimination/retaliation. The corrective action should be reasonable, timely, age-appropriate, effective, and tailored to the specific situation.

A Complainant or Respondent who is dissatisfied with the decision of the ~~Superintendent~~Executive Director may appeal through a signed written request to the Board

(X) within five (5) business days of his/her receipt of the ~~Superintendent~~Executive Director's decision.

~~() within _____ () business days of his/her receipt of the Superintendent's decision.~~

If the ~~Superintendent~~Executive Director is the Respondent, the appeal process will skip the review by the ~~Superintendent~~Executive Director and move directly to the Board. In such circumstances, the Compliance Officer, or the designee, shall prepare and deliver a written report to the Board that summarizes the evidence gathered during the investigation and provides recommendations based on the evidence and the definition of unlawful discrimination/retaliation as provided in Board policy and State and Federal law as to whether the Complainant has been subjected to unlawful discrimination/retaliation.

The Board shall meet with the concerned parties and their representatives within twenty (20) business days of the receipt of a written request to appeal. At this meeting, the parties have the right to present evidence, including testimony and/or exhibits, to the Board in support of their position. A copy of the Board's disposition of the appeal shall be sent to each concerned party within ten (10) business days of this meeting. The decision of the Board will be final.

The Board reserves the right to investigate and resolve a complaint or report of unlawful discrimination/retaliation regardless of whether the student alleging the unlawful discrimination/retaliation pursues the complaint. The Board also reserves the right to have the formal complaint investigation conducted by an external person in accordance with this policy or in such other manner as deemed appropriate by the Board or its designee.

The Complainant and the Respondent may be represented, at his/her own cost, at any of the above-described meetings/hearings.

The right of a person to a prompt and equitable resolution of the complaint shall not be impaired by the person's pursuit of other remedies, such as the filing of a complaint with the Office for Civil Rights or the Indiana Civil Rights Commission, or the filing of a concurrent criminal complaint. Use of the complaint procedures is not a prerequisite to the pursuit of other remedies. Furthermore, the complaint must be investigated even if a separate investigation is being conducted by another agency, including but not limited to the local police department.

Privacy/Confidentiality

The ~~Corporation~~Career Center will employ all reasonable efforts to protect the rights of the Complainant, the Respondent(s), and the witnesses to the extent possible, consistent with the ~~Corporation~~Career Center's legal obligations to investigate, take appropriate action, and comply with any discovery or disclosure obligations.

All records generated under the terms of this policy shall be maintained as confidential to the extent permitted by law. Confidentiality, however, cannot be guaranteed.

All Complainants proceeding through the formal investigation process will be advised that their identities may be disclosed to the Respondent(s).

During the course of a formal investigation, the Compliance Officer or designee will instruct each person who is interviewed about the importance of maintaining confidentiality. Any individual who is interviewed as part of an investigation is expected not to disclose to third parties any information that s/he learns and/or provides during the course of the investigation.

In accordance with the Board's records retention policy, the Compliance Officer will maintain all public records created as a part of an investigation of a complaint of discrimination/retaliation occurring in the ~~Corporation~~Career Center's educational opportunities, programs and/or activities, or, if initially occurring off ~~Corporation~~Career Center grounds or outside the ~~Corporation~~Career Center's educational opportunities, programs and activities, affecting the ~~Corporation~~Career Center environment. (See Policy 8310 – Public Records)

Remediation

In cases where the complaint investigation results in a finding that the allegation of discrimination/retaliation is substantiated, action must be taken by the Compliance Officer to remedy the past effects of such discrimination/retaliation on a student. This may include but is not limited to providing a contact person to monitor the student, providing tutoring to the student, allowing the student to retake tests or assignments, and counseling.

Sanctions and Monitoring

The Board shall vigorously enforce its prohibitions against unlawful discrimination/retaliation occurring in the ~~Corporation~~Career Center's educational opportunities, programs and/or activities, or, if initially occurring off ~~Corporation~~Career Center grounds or outside the ~~Corporation~~Career Center's educational opportunities, programs and activities, affecting the ~~Corporation~~Career Center environment by taking appropriate action reasonably calculated to stop and prevent further misconduct.

While observing the principles of due process, a violation of this policy may result in disciplinary action up to and including the discharge of an employee. All disciplinary action will be taken in accordance with applicable State law and the terms of the relevant collective bargaining agreement(s), if any. With respect to violations of this policy by Respondents who are students, disciplinary action may be imposed up to and including expulsion from school, in accordance with applicable State law. Any discipline of students with disabilities will be in accordance with the Individuals with Disabilities Education Act ("IDEA") and the Federal and State regulations implementing the IDEA.

When imposing discipline, the ~~Superintendent~~Executive Director shall consider the totality of the circumstances involved in the matter. In those cases where unlawful discrimination/retaliation is not substantiated, the Board may consider whether the alleged conduct nevertheless warrants discipline in accordance with other Board policies, consistent with the terms of the relevant collective bargaining agreement(s), if any, and with Federal and State laws and regulations.

All sanctions imposed by the Board and/or ~~Superintendent~~Executive Director shall be reasonably calculated to end such conduct, prevent its recurrence, and remedy its effect. Prior sanctions imposed on the Respondent(s) for similar past conduct shall be considered in determining the appropriateness of the sanction(s) imposed for the present conduct.

The Board may appoint an individual, who may be an employee of the ~~Corporation~~Career Center, to monitor the Respondent to ensure no further discrimination or retaliation occurs. Likewise, the Board may appoint an individual, who may be an employee of the ~~Corporation~~Career Center other than the Respondent, to follow up with the Complainant to ensure that no further discrimination or retaliation has occurred and to take action to promptly address any reported occurrences.

Retaliation

Retaliation against a person who (1) makes a report or files a complaint alleging unlawful discrimination occurring in the ~~Corporation~~Career Center's educational opportunities, programs and/or activities, or, if initially occurring off ~~Corporation~~Career Center grounds or outside the ~~Corporation~~Career Center's educational opportunities, programs and activities, affecting the ~~Corporation~~Career Center environment, or (2) participates as a witness in an investigation, is prohibited.

Specifically, the Board will not discriminate/retaliate against, coerce, intimidate, threaten or interfere with any individual because s/he opposed any act or practice made unlawful by Federal or State nondiscrimination laws, made a charge, testified, assisted or participated in any manner in an investigation, proceeding, or hearing under those laws, or exercised, enjoyed, aided or encouraged any other person in the exercise or enjoyment of any right granted or protected by those laws.

Individuals found to have engaged in retaliation shall be subject to disciplinary action, up to and including termination of employment or expulsion from school.

Training

The Compliance Officers also will oversee the training of ~~Corporation~~Career Center employees so that all employees understand their rights and responsibilities under Federal and State law and are informed of the Board's policies and practices with respect to fully implementing and complying with the requirements of Federal and State law.

Notice

Notice of the Board's policy on nondiscrimination in educational programs and the identity of the Compliance Officers will be posted throughout the ~~Corporation~~Career Center and published in any ~~Corporation~~Career Center statement regarding the availability of educational opportunities, in any student handbooks, and in general information publications of the ~~Corporation~~Career Center as required by Federal and State law and this policy.

BOARD OF SCHOOL TRUSTEES

PROGRAM

~~Central~~ ~~Nine~~
CENTER

~~SCHOOL CORPORATION~~CAREER

2260/page 19 of 19

The ~~Superintendent~~Executive Director shall annually attempt to identify children with disabilities, ages 3-22, who reside in the ~~Corporation~~Career Center but do not receive public education. In addition, s/he shall establish procedures to identify students who are Limited English Proficient (LEP), including immigrant children and youth, to assess their ability to participate in ~~Corporation~~Career Center programs, and develop and administer a program that meets the English language and academic needs of these students. This program shall include procedures for student placement, services, evaluation and exit guidelines and shall be designed to provide students with effective instruction that leads to academic achievement and timely acquisition of proficiency in English. As a part of this program, the ~~Corporation~~Career Center will evaluate the progress of students in achieving English language proficiency in the areas of listening, speaking, reading and writing, on an annual basis (see AG 2260F).

I.C. 20-33-1-1

Fourteenth Amendment, U.S. Constitution

20 U.S.C. Section 1681, Title IX of Education Amendment Act

20 U.S.C. Section 1701 et seq., Equal Educational Opportunities Act of 1974

20 U.S.C. Section 7905, Boy Scouts of America Equal Access Act

29 U.S.C. Section 794, Rehabilitation Act of 1973

29 C.F.R. Part 1635

42 U.S.C. Section 2000 et seq., Civil Rights Act of 1964

42 U.S.C. Section 2000ff et seq., The Genetic Information Nondiscrimination Act

42 U.S.C. 12101 et seq., The Americans with Disabilities Act of 1990, as amended

42 U.S.C. 6101 et seq., Age Discrimination Act of 1975

34 CFR Part 110 (7/27/93)

Vocational Education Program Guidelines for Eliminating Discrimination and Denial of Services, Department of Education, Office of Civil Rights, March 1979

Title III of the No Child Left Behind Act of 2001

© NEOLA ~~2012~~2015