

# INTERMEDIATE UNIT 1

TITLE: NONDISCRIMINATION IN  
SCHOOL AND CLASSROOM  
PRACTICES

ADOPTED: August 12, 2004

REVISED:

<p>1. Purpose</p> <p>2. Authority SC 1310 Title VI 42 U.S.C. Sec. 2000d et seq Title IX 20 U.S.C. Sec. 1681 42 U.S.C. Sec. 12101 et seq 29 U.S.C. Sec. 701 et seq Title 22 Sec. 4.4</p> <p>3. Delegation of Responsibility</p>	<p style="text-align: center;">103. NONDISCRIMINATION IN SCHOOL AND CLASSROOM PRACTICES</p> <p>The Board recognizes that the Intermediate Unit shall provide an equal opportunity for all students without discrimination.</p> <p>The Board declares it to be the policy of this Intermediate Unit to provide an equal opportunity for all students to achieve their maximum potential through the programs and activities offered by the Intermediate Unit regardless of race, color, age, creed, religion, gender, sexual orientation, ancestry and national origin.</p> <p>The Intermediate Unit shall provide to all students, without discrimination, course offerings, counseling, assistance, employment, and extracurricular activities.</p> <p>The Board encourages students and third parties who have been subject to discrimination to promptly report such incidents to designated employees.</p> <p>The Board directs that complaints of discrimination shall be investigated promptly, and corrective action be taken when allegations are substantiated. Confidentiality of all parties shall be maintained, consistent with the Intermediate Unit's legal and investigative obligations.</p> <p>Neither reprisals nor retaliation shall occur as a result of good faith charges of discrimination.</p> <p>In order to maintain a program of nondiscrimination practices that is in compliance with applicable laws and regulations, the Board designates the Executive Director or his/her designee as the Compliance Officer.</p> <p>The Compliance Officer shall publish and disseminate this policy and complaint procedure at least annually to students, parents/guardians, employees and the public. Nondiscrimination statements shall include the position, office address and telephone number of the Compliance Officer.</p>
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	<p>The Compliance Officer is responsible to monitor the implementation of nondiscrimination procedures in the following areas:</p> <ol style="list-style-type: none"><li>1. Curriculum and Materials – Review of curriculum guides, textbooks and supplemental materials for discriminatory bias.</li><li>2. Training – Provision of training for students and staff to identify and alleviate problems of discrimination.</li><li>3. Student Access – Review of programs, activities and practices to ensure that all students have equal access and are not segregated except when permissible by law or regulation.</li><li>4. Intermediate Unit Support – Assurance that like aspects of the Intermediate Unit programs receive like support as to staffing and compensation, facilities, equipment, and related matters.</li><li>5. Student Evaluation – Review of tests, procedures and guidance and counseling materials for stereotyping and discrimination.</li></ol> <p>The building administrator or program supervisor shall be responsible to complete the following duties when receiving a complaint of discrimination:</p> <ol style="list-style-type: none"><li>1. Inform the student or third party of the right to file a complaint and the complaint procedure.</li><li>2. Inform the complainant that s/he may be accompanied by a parent/guardian during all steps of the complaint procedure.</li><li>3. Notify the complainant and the accused of the progress at appropriate stages of the procedure.</li><li>4. Refer the complainant to the Compliance Officer if the building administrator or program supervisor is the subject of the complaint.</li></ol>
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