

Category: 7000 PERSONNEL	Policy Number: 7555
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Policy Title: Non-Discrimination Policy	Effective Date: December 16, 2020
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It is the policy of this District to provide a learning and working environment free from discrimination and harassment on the basis of race, color, creed, national origin, sex, sexual orientation, gender identity or expression, religion, age, disability, genetic information, protected veteran status, political beliefs, or marital or family status, or any other characteristic protected by law in its educational programs or employment practices. The purpose of this policy and accompanying Civil Rights Grievance Procedure (Policy 7225p) is to provide a method for the expeditious processing of grievances and a means to eliminate unlawful discrimination or harassment within the District.

Anyone who believes that he/she has been the recipient of illegal discrimination or harassment, based on race, color, creed, national origin, sex, sexual orientation, gender identity or expression, religion, age, disability, genetic information, protected veteran status, political beliefs, or marital or family status may file a grievance in accordance with this policy and the procedures outlined in Policy 7225p.



LEGAL REFERENCE:

- Title VII of the Civil Rights Act of 1965 (42 USC §§2000e *et seq.*)
- Title VI of the Civil Rights Act of 1964 (42 USC §§2000d *et seq.*)
- Section 1981 of the Civil Rights Act of 1866 (42 USC §1981)
- Section 1983 of the Civil Rights Act of 1871 (42 USC §1983)
- The Equal Pay Act 1963 (29 USC §206d)
- Title IX of the Education Amendments of 1972 (20 USC §1681)
- Age Discrimination and Employment Act of 1967 (29 USC §§621 *et seq.*)
- Americans with Disabilities Act of 1990, as amended by the ADA Amendments Act of 2008) (42 USC §§12101 *et seq.*)
- Section 504 of the Vocational Rehabilitation Act 1973 (29 USC §794)
- Idaho Human Rights Act (Idaho Code §§67-5901 *et seq.*)
- Bostock v. Clayton County, Georgia*, -U.S.- (Slip Op. No. 17-1618, June 15, 2020)

CROSS-REFERENCE:

- Civil Rights Grievance Procedures – Policy 7225p
- Title IX Grievance Procedures – Policy 7550
- Sexual Harassment – Policy 7435
- Employee Bullying, Intimidation, and Harassment– Policy 7450

ADOPTED: 04/16/2008

AMENDED: 12/16/2020