Mission, Educational Objectives, Strategies and Planning

Nondiscrimination in District Programs and Activities

**BP 0410(a)**

**Note:** District policies must assure equal opportunities and nondiscrimination as required by federal and state law. Discrimination in education programs and activities is prohibited by Title VI of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, Section 504 of the Vocational Rehabilitation Act of 1973, the Individuals with Disabilities Education Act and the Americans with Disabilities Act. The Office for Civil Rights of the U.S. Department of Education has authority to enforce these laws in all programs and activities that receive federal funds. AS 14.18.010-100 prohibits against discrimination on the basis of gender and race. AS 14.18.090 provides that the State Board shall withhold state funds from districts determined to be out of compliance with state nondiscrimination laws and measures ordered to remedy the situation have been ineffective.

The School Board is committed to equal opportunity for all individuals in education. District programs and activities shall be free from discrimination based on sex, race, religion, color, national origin, gender identity, disability, sexual orientation or any other classification protected by law. 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)*

District programs and facilities, viewed in their entirety, shall be readily accessible to individuals with disabilities. The Superintendent or designee shall ensure that interested persons, including individuals with disabilities, can obtain information about the programs, facilities and activities available to them.

*(cf. 0411- Service Animals)*
*(cf. 6164.2 – Guidance Services)*

**Note:** Federal Regulations (45 CFR, Section 86.9) require federal aid recipients to take "continuing steps" to notify applicants for admission, students and parents that, in compliance with Title IX, they do not discriminate on the basis of gender in their educational programs or activities.

Title VI mandates that prior to the beginning of each school year, recipients of federal funds advise students, parents and the general public that all vocational opportunities will be offered without regard to race, color, national origin, gender or disability. Pursuant to Title VI, if the district serves a community of limited-English speaking persons, the notification must also be published in the language of that community and include a statement that lack of English skills will not be a barrier to participation in vocational education programs.
The Superintendent or designee shall annually notify students and parents of the district's policy on nondiscrimination and related complaint procedures.

(cf. 1312.3- Uniform Complaint Procedures)
(cf. 4161.4 – Family and Medical Leave)
(cf. 5145.6 - Notifications Required by Law)
(cf. 6178 - Vocational Education)

Legal Reference:
ALASKA STATUTES
14.18.010 - 14.18.100 Prohibition Against Discrimination.

ALASKA ADMINISTRATIVE CODE
4 AAC 06.500 - 4 AAC 06.600 Prohibition of Gender or Race Discrimination

UNITED STATES CODE:
Title VI, Civil Rights Acts of 1964
Title IX, Education Amendments of 1972
Vocational Rehabilitation Act of 1973, Sections 503 and 504
Individuals With Disabilities Education Act
Americans with Disabilities Act
Age Discrimination In Employment Act