

Section 100 – District Organization and Basic Commitments

Equal Educational Opportunity

File: 103.00

The board requires all persons, agencies, vendors, contractors and other persons and organizations doing business with or performing services for the school district to subscribe to all applicable federal and state laws, executive orders, rules and regulations pertaining to contract compliance and equal opportunity.

The district does not discriminate on the basis of race (including skin color, hair texture, and protective hairstyles), color, national origin, sex, disability, or marital status in its programs and activities and provides equal access to the Boy Scouts and other designated youth groups. The following person has been designated as Compliance Coordinator to handle inquiries regarding the non-discrimination policies:

Name and/or Title: Superintendent

Address: O'Neill Public Schools, P.O. Box 230, O'Neill, NE 68763

Telephone No.: 402-336-3775

Every report of alleged violations of this policy that can be interpreted at the outset to fall within the protections of laws against discrimination shall be handled as a joint, concurrent investigation into all allegations and coordinated with the full participation of the Compliance Officer and Title IX Coordinator. If, in the course of an ongoing investigation of the policy, potential issues of sexual harassment or discrimination are identified, the Title IX Coordinator shall be promptly notified, and the investigation shall be conducted jointly and concurrently to address the issues of alleged sexual harassment or discrimination as well as the incidents of alleged violations of the policy.

The board affirms the right of all students and staff to be treated with respect and to be protected from intimidation, discrimination, physical harm and harassment. Harassment or discriminatory behavior that denies civil rights or access to equal educational opportunities includes comments, name-calling, physical conduct or other expressive behavior directed at an individual or group that intentionally demeans the race, color, religion, national or ethnic origin, sex, disability, age, marital status, genetic background, veteran status, pregnancy, or childbirth or related medical condition, or any other protected statuses of the individual or individuals or creates an intimidating, hostile or demeaning environment for education.

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| Legal Reference: | Neb. Statute 79-2,114-2,124 |
| | Neb. Rev. Stat. § 79-2,115, et seq |
| | 20 U.S.C. §§ 1221 et seq. |
| | 20 U.S.C. §§ 1681 et seq. |
| | 20 U.S.C. §§ 1701 -1721 |
| | 29 U.S. C. § 794 |
| | 42 U.S.C. §§ 12101 et seq. |
| | 28 C.F.R. Pt. 35.1 |
| | 34 C.F.R. Pt. 100 |
| | 34 C.F.R. Pt. 104 |

NASB Policy
Adopted: 08/29/2014
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Revised: 02/15/2021
Revised: 08/09/2021

O'Neill Board of Education
School District No. 7

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34 C.F.R. Pt. 106

Cross Reference

102 Educational Philosophy of the District
402.01 Equal Employment Opportunity
404.06 Harassment
501 Objectives for Equal Educational Opportunities for
Students
504.18 Harassment