



Mitchell School District 17-2 POLICY

Category	Approval
Series 100: Foundations and Basic Commitments	Adopted
	Revised
	1/22/90
	7/14/97, 1/10/99, 10/23/00, 1/26/04, 12/09/13, 6/10/19
	Reviewed
	7/14/03, 6/29/07, 6/27/11, 6/22/15

NON-DISCRIMINATION POLICY

MSD 112

The Mitchell School District believes that a valuable element of education is the development of respect for all individuals and seeks to provide equal access/equal opportunity for students, employees and the public to District programs and activities.

In an effort to provide a safe, respectful educational environment, the District prohibits discrimination in its policies, employment practices, and programs on the basis of race, color, creed, religion, age, gender, disability, military status, national origin or ancestry, or any other status or condition protected by applicable federal or state law. The District prohibits any person, while on District property or at District sponsored activities, from confronting another individual with an act of bigotry.

Prohibited acts of discrimination include racial, sexual, ethnic, or other types of slurs, insults, intimidation, harassment, and other conduct directed toward another person's race, color, creed, religion, age, gender, disability, military status, national origin or ancestry, or any other condition protected by applicable federal or state law.

Violations of this policy may result in discipline up to and including expulsion for students, up to and including termination for employees, suspension from attending school activities for citizens, and necessary legal action.

Inquiries concerning Title VI and Title IX may be referred to the following designated administrators for the sites listed:

- 1) For K-12 educational programs and services for the Mitchell School District 17-2
Located in Mitchell, South Dakota, contact the Mitchell Middle School Principal, Mitchell School District 17-2, 800 West 10th Avenue, Mitchell, SD 57301
- 2) For K-12 athletic and activities program of the Mitchell School District 17-2 located in Mitchell, South Dakota contact the Activities Director, Mitchell School District 17-2, 920 N. Capitol St., Mitchell, SD 57301.

Inquiries can also be directed to the Regional Office of Civil Rights at the following: U.S. Department of Education, Office for Civil Rights, One Petticoat Lane, 1010 Walnut Street, 3rd Floor, Ste. 320, Kansas City, MO 64106; Tel: 816-268-0550.

Notification of this policy and applicable regulations will be posted in all district buildings. Notice shall also be placed annually in the District Report Card and in all student and employee handbooks.

Legal References: Title VI, Civil Rights Act of 1964, 34 CFR Part 100
Title VII, Civil Rights Act of 1962, as amended by the Equal Employment Opportunity Act of 1972.
Executive Order 11246, as amended by E.O. 11375
Equal Pay Act, as amended by the Education Amendments of 1972
Title IX, Education Amendments of 1972, 34 CFR Part 106
Section 504 of the Rehabilitation Act of 1973, 34 CFR Part 104
Education for All Handicapped Children Act of 1975
Vocational Education Programs Guidelines for Eliminating Discrimination and Denial of Services on the Basis of Race, Color, and National Origin, Sex and Handicap (Guidelines), 34 CFR Part 100 Appendix B
Age Discrimination in Employment Law, P.L. 95-256
Constitution of the State of South Dakota, Art. VI
SDCL 13-37; 20-12; 20-13

10/23/00 revision added certain legal references to the existing list.

1/26/04 revision updated the address and phone number of the regional office of Civil Rights.

6/29/07 revision made grammatical change, change Asst. Director to VP for Academic Affairs, changed district's official newspaper to district report card.

12/09/13 revision updated the address and phone number of the regional office of Civil Rights and the address of the Mitchell Technical Institute building.

6/10/19 revision removed reference to MTI in deference to MTI- specific policies.