



# Mitchell School District 17-2 POLICY

Category	Approval	
Series 100: Foundations and Basic Commitments	Adopted	Revised
	1/10/00	1/26/04, 6/29/07, 12/013, 6/22/15, 6/10/19
	Reviewed	
	10/23/00, 7/14/03, 6/27/11	

## EQUAL OPPORTUNITY

## MSD 116

The Mitchell School District is an equal opportunity employer and does not discriminate against employees or job applicants 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 statutes.

The District will:

- 1) recruit, hire, train and promote persons in all job titles without regard to race, color, creed, religion, age, gender, disability, military status, national origin or ancestry, or any other status protected by applicable federal or state law.
- 2) ensure that all personnel actions affecting compensation, benefits, transfers, layoffs, training, education and other programs will be administered without regard to race, color, religion, age, gender, disability, military status, national origin or ancestry, or any other status or condition protected by applicable federal or state law.

Inquiries concerning Title VI and Title IX may be referred to:

- 1) For K-12 educational programs and services for the Mitchell School District 17-2 located in Mitchell, South Dakota, contact the Business Manager, Mitchell School District 17-2, 821 N. Capital, Mitchell, SD 57301.

Inquires 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, 3<sup>rd</sup> 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.

Complaint procedures are outlined in the regulation, which follows.

Legal References: Title IX, Title VI, Section 504 of the Rehabilitation Act of 1973, Americans with Disabilities Act of 1990.

Legal References: Title IX, Education Amendments of 1972, 34 CFR Part 106  
Title VI, Civil Rights Act of 1964, 34 CFR Part 100  
Section 504 of the Rehabilitation Act of 1973, 34 CFR Part 104  
Americans with Disabilities Act of 1990

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

*6/29/07 revision changed personnel titles and office names.*

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

*6/10/19 revision strikes references to Mitchell Technical Institute since we have separated set of policies for MTI.*