

<b>Hill City School District</b>	<b>NEPN Code: ACA</b>
<b>Policy Manual</b>	

## **NONDISCRIMINATION**

The Board is committed to a policy of nondiscrimination in relation to race, sex, religion, national background, handicap and other human differences. Respect for the dignity and worth of each individual will be paramount in the establishment of all policies by the Board and in the administration of those policies. The Constitutions of our nation and state, pertinent legislation enacted at those two levels of government, as well as court interpretations regarding citizens' rights, undergird this statement.

In keeping with these statements, the following will be objectives of this School District:

1. To promote the rights and responsibilities of all individuals as set forth in the state and federal constitutions, pertinent legislation and applicable judicial interpretations.
2. To encourage positive experiences in human values for children and adults who have differing personal and family characteristics or who come from various socioeconomic, racial and ethnic groups.
3. To carefully consider, in all decisions made which affect the schools, the potential benefits or adverse consequences that those decisions might have on the human relations aspects of all segments of society.
4. To initiate a process of reviewing all policies and practices of this School District in order to achieve to the greatest extent possible the objectives of this policy.
5. To work toward a more integrated society and to enlist the support of individuals as well as that of groups and agencies, both private and Governmental, in such an effort.

The Board's policy on nondiscrimination will extend to students, staff, the general public and individuals with whom it does business.

Legal References: Title VII, Civil Rights Act of 1964;  
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 Education Amendments of 1972;  
Title IX, Education Amendments of 1972;  
Rehabilitation Act of 1973;  
Education for All Handicapped Children Act of 1975;  
Age Discrimination in Employment Law, P.L. 95-256;  
Constitution of the State of South Dakota, Art. VI;  
SDCL 13-37;  
SDCL 20-12; 20-13

Cross References: ACB, Nondiscrimination on the Basis of Handicap/Disability  
FEFA, Contractor's Fair Employment Clause  
GBA, Equal Opportunity Employment  
JB, Equal Educational Opportunities

Adopted: September 12, 2011

Revised: