

NON-DISCRIMINATION POLICY

The Spearfish School District does not discriminate on the basis of prohibited factors in employment and educational programs/activities. The Spearfish School District affirmatively strives to provide equal opportunity for all as required by:

Title VI of the Civil Rights Act of 1964 - prohibits discrimination on the basis of race, color, religion, or national origin;

Title VII of the Civil Rights Act of 1964 as amended - prohibits discrimination in employment on the basis of race, color, religion, sex, or national origin;

Title IX of the Education Amendments of 1972 - prohibits discrimination on the basis of sex;

Age Discrimination in Employment Act of 1967 (ADEA) as amended - prohibits discrimination on the basis of age with respect to individuals who are at least 40;

The Equal Pay Act of 1963 as amended - prohibits sex discrimination in payment of wages to women and men performing substantially equal work in the same establishment;

Section 504 of the Rehabilitation Act of 1973 - prohibits discrimination against the disabled;

Americans with Disabilities Act of 1990 (ADA) - prohibits discrimination against individuals with disabilities in employment, public service, public accommodations and telecommunications;

The Family and Medical Leave Act of 1993 (FMLA) - requires covered employers to provide up to 12 weeks of unpaid, job-protected leave to "eligible" employees for certain family and medical reasons;

The Pregnancy Discrimination Act of 1978 - prohibits discrimination in employment on the basis of pregnancy, childbirth, or related medical conditions;

The Uniformed Services Employment and Reemployment Rights Act (USERRA) – provides job protections and reemployment rights to military reservists and National Guard members called to active duty.

The Boy Scouts of America Equal Access Act - prohibits discrimination against groups that wish to access district facilities;

The South Dakota Human Relations Act – prohibits discrimination on the basis of race, color, creed, religion, sex, ancestry, disability or national origin;

The Equal Pay Act of South Dakota – prohibits discriminatory wage practices based on sex;

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4000 Personnel

Board Policy

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Veterans Preference Law (SDCL § 3-3-1 et seq.) tipulates categorical preferences for employment for military veterans and for the spouses of disabled veterans.

Additional School Board policies prohibit harassment and/or discrimination against students, employees, or patrons on the basis of sex, race, color, ethnic or national origin, religion, marital status, disability, age, pregnancy, and any other legally prohibited basis. Retaliation for engaging in a protected activity is also prohibited.

Any person who believes she or he has been discriminated against, denied a benefit, or excluded from participation in any district education program or activity may file a complaint using the district's complaint procedures.

Inquiries regarding compliance with any of the laws referred to in this policy may be directed to the superintendent or to the district's Title IX and/or Section 504/ADA Coordinator.

Approved	<u>February 12, 1996</u>
Reviewed	<u>December 14, 1998</u>
Revised	<u>December 11, 2006</u>
Revised	<u>January 11, 2010</u>
Reviewed	<u>January 9, 2012</u>
Revised	<u>January 9, 2023</u>