

Non-discrimination on the Basis of Gender

Nebo School District complies with all legal mandates as set forth in the Civil Rights Act of 1964, Title IX of the Educational Amendments of 1972, the Utah Anti-Discrimination Act, and all other applicable state and federal laws and regulations governing and directing non-discrimination on the basis of sex.

A. Employment

No administrator or employee of the District shall, because of an individual's sex:

1. Discharge, demote, terminate, retaliate against, harass, or refuse to hire or promote any otherwise qualified individual.
2. Discriminate against an otherwise qualified individual with respect to compensation or in terms, privileges, or conditions of employment.

An individual is not considered "otherwise qualified" unless the individual has the education, training, ability, moral character, integrity, disposition to work, and other bona fide job-related qualifications required by the District for the particular job, job classification, or position to be filled or created. To be "otherwise qualified" an individual must also be committed to compliance with policies and reasonable rules and regulations of the District.

B. Educational Services and Programs

No administrator or employee of the District, when acting in official capacity, shall, because of a student's sex, refuse to permit that student to participate in any educational service or program sponsored by Nebo School District or by one of its schools.

The District adheres to direction provided by the Utah High School Activities Association as to which sports or extra-curricular activities are provided for male student athletes, which are provided for female student athletes and which are available to student athletes without regard to gender.

Coaches of equal or comparable sports teams available to male and female student athletes in Nebo School District shall be paid an equal stipend.

Equal or comparable access to athletic facilities, equipment, supplies and other resources will be provided to male and female student athletes in Nebo District schools.

C. Title IX Coordinator

The District designates the Director of Secondary Education to coordinate its efforts to comply with Title IX of the Education Amendments of 1972 and its implementing regulations. The Title IX coordinator may be contacted as follows:

Director of Secondary Education
Nebo School District Office
350 S. Main Street
Spanish Fork, Utah 84660
telephone: 801-354-7400

Inquiries concerning the application of Title IX and its implementing regulations may be referred to the above individual or to the Office for Civil Rights, Federal Building, Suite 310, 1244 Speer Boulevard, Denver, Colorado, 80204-3582.

D. Distribution of Information

Each Nebo School District school shall publish the following information in student and faculty handbooks. The District will also include the following in the Parent/Patron Information Guide.

1. A notice that the District does not discriminate on the basis of sex in employment or in the educational services and programs it operates; and
2. The name and contact information for the District Title IX Coordinator.

E. Grievance Procedure

1. Grievance by an employee:

All claims of discrimination in the workplace, on the basis of sex, must be directed through the Director of Human Resources and involve the following individuals in the order listed depending upon the nature and severity of the allegation: 1st Principal or Supervisor; 2nd Director of Human Resources; 3rd Elementary/Secondary Director, if applicable; 4th Superintendent; and 5th Board of Education of Nebo School District. The person first receiving the allegation of discrimination will also notify the District Title IX Coordinator who will work closely with administrators in an effort to resolve the issue. Employees will follow the "Grievance Procedures" set forth in the Certified Employees Agreement or Classified Employees Agreement, as applicable.

2. Grievance by a student or by a parent/guardian in behalf of a student:

All claims of discrimination on the basis of sex must follow the procedures set forth in *Policy #KLD - Parent/Patron Appeal of School Level Decision and/or Request for Formal Review/Evaluation*. Any principal receiving an allegation of discrimination under this policy will follow the procedures outlined in Policy KLD and will also notify the District Title IX Coordinator of the allegation. The Title IX Coordinator will work closely with administrators at each step of the complaint procedure in an effort to resolve the issue.

Approved: 7-7-04