

**NONDISCRIMINATION**

This district is committed to a policy of nondiscrimination in relation to race, color, national origin, sex, sexual orientation, gender identity, transgender status, age, disability, and religion. This policy should prevail in all matters concerning staff, students, education programs and services and individuals with whom the school district does business.

The school staff should establish and maintain an atmosphere in which students can develop attitudes and skills for effective, cooperative living, including:

- a) Respect for the individual regardless of economic status, intellectual ability, race, color, national origin, sex, sexual orientation, gender identity, transgender status, age, disability, or religion;
- b) Respect for cultural differences;
- c) Respect for economic, political, and social rights of others;
- d) Respect for the rights of others to seek and maintain their own identities.

The school district, in keeping with the requirements of state and federal law, will strive to remove any vestige of prejudice and discrimination in employment, assignment and promotion of personnel; in location and use of facilities; in educational offerings and instructional materials.

All employees, students and community members are hereby notified that Sheridan County School District #2 does not discriminate on the basis of sex in educational programs receiving federal or state financial assistance and that it does intend to comply with Title IX of the educational amendments of 1972 and as subsequently amended. Any student or their parent, or employee who has a complaint relating to sexual harassment, is referred to policy ACA and the procedures set forth therein.

The district shall strive to inform students, parents, employees, and the general public that all educational programs, specifically including vocational opportunities, are offered without regard to race, color, national origin, sex, sexual orientation, gender identity, transgender status, age, disability or religion. In order to accomplish this, a statement of nondiscrimination shall be published on the district website and in student handbooks. The notice shall include a reference to the person and the address and telephone number of the staff member designated to coordinate civil rights compliance. For

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purposes of Sheridan County School District #2, that person shall be the Superintendent and/or Designee who will be the Civil Rights Compliance Officer.

All students shall be permitted to enroll in vocational educational programs as well as other school programs without consideration of their race, color, national origin, sex, sexual orientation, gender identity, transgender status, disability, or religion. To the extent that a prerequisite class may be required before admission, such prerequisite class shall be open to students on a nondiscriminatory basis. No student shall be denied admission on account of their limited English language skills.

Counselors shall not use counseling materials and activities or promotional and recruitment efforts that discriminate in any manner and counselors shall not direct or urge any student to enroll in a particular class program on account of that student's race, color, national origin, sex, sexual orientation, gender identity, transgender status, disability, or religion. All students shall have equal opportunities available to participate in cooperative education, work study, and apprenticeship training programs either now offered or which may be offered in the future.

All employees of this district shall be hired, retained, promoted, transferred, compensated or, if necessary, terminated without regard to their race, color, national origin, sex, sexual orientation, gender identity, transgender status, age, disability or religion.

Students with disabilities shall be admitted and given equal access to programs and shall not be denied access to vocational education programs or other courses because of architectural or equipment barriers or because of the need for related services or auxiliary aids to the extent reasonable to accommodate the disabled. To the extent possible, disabled individuals shall be placed in regular vocational education programs and education courses.

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Americans with Disabilities Act (42 U.S.C. 12,101),  
Individuals with Disabilities Education Act, as amended.  
Rehabilitation Act of 1973, §504 (29 U.S.C. §794)

W.S. 21-4-301  
21-7-302  
21-4-303

Article 1, §18, Wyoming Constitution

Article 7, §12, Wyoming Constitution

Title VII, Civil Rights Act of 1973 (42 U.S.C. §2000e)

Section 1981, Civil Rights Act of 1866 and 1870, 14 Stat. 39  
(1866), 18 Stat. 140 (1870)

Age Discrimination in Employment Act (ADEA) (29 U.S.C. §621)

Title IX, Civil Rights Act of 1974 (42 U.S.C. §2000e)

See also policies:

ACA - Sexual Harassment

GCE - Professional Staff Recruiting

GCG - Part-Time Substitute Professional Staff Employment

GDE - Classified Staff Recruiting and Hiring

JII - Grievance Procedure

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