NONDISCRIMINATION

The district adheres to a policy of nondiscrimination in relation to race, color, religion, sex, natural origin, age, disability, and other classifications protected by applicable law. This policy prevails in all matters concerning staff, students, educational programs and services, and individuals with whom the school district does business.

With exception to Wyoming or Federal law to the contrary, the school staff should establish and maintain an atmosphere which allows students to develop attitudes and skills for effective, cooperative living, including:
a) Respect for the individual regardless of economic status, intellectual ability, race, color, religion, sex, natural origin, age, or disability;
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 the District 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/guardian, 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 career and technical education opportunities, are offered without regard to race, color, religion, sex, natural origin, age, disability, or other classification protected by applicable law. 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 purposes of the District, that person shall be the Superintendent and/or Designee who will be the Civil Rights Compliance Officer.

NONDISCRIMINATION

All students shall be permitted to enroll in career and technical education programs as well as other school programs without consideration of their race, color, religion, sex, natural origin, age, disability, or other classification protected by applicable law. To the extent that a prerequisite class may be required before admission, such prerequisite class shall be open to all students on a nondiscriminatory basis. No student shall be denied admission on account of the level of their 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, religion, sex, natural origin, age, disability, or other classification protected by applicable law. All students shall have equal opportunities available to participate in any and all cooperative education, work study, and apprenticeship training programs offered.

All employees of this district shall be hired, retained, promoted, transferred, compensated or, if necessary, terminated without regard to their race, color, religion, sex, natural origin, age, disability, or other classification protected by applicable law.

Students with disabilities shall have equal access to all educational programs and shall not be denied access to career and technical 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.

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, 21-3-137, 21-3-110(a)(xliv)
Article 1, §18, Wyoming Constitution
Article 7, Sec. 10, 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
- GBFB - Staff Hiring
- AII/JII - Grievance Procedure

First Reading: 9-15-25
Second Reading: 10-6-25