Board Policy G-19:
Discrimination, Harassment, and Retaliation Prohibited

REFERENCES

Administrative Procedures for Board Policy G-19
Form G-19: Complaint and/or Request for Investigation
29 U.S.C. §206(d), The Equal Pay Act of 1963
29 U.S.C. §206(d), The Equal Pay Act of 1963
29 U.S.C. §206(d), The Equal Pay Act of 1963
32 U.S.C. §2000(d), Title VI Civil Rights Act of 1964, 34 C.F.R. §100 et seq.
42 U.S.C. §2000(e), Title VII of the Civil Rights Act of 1964
42 U.S.C. §12111 et seq., Title II of the Americans with Disabilities Act of 1990 (ADA), 29 C.F.R. §35
The Pregnancy Discrimination Act of 1978
29 C.F.R. §1635, Title II of the Genetic Information Nondiscrimination Act of 2008
October 26, 2010 Dear Colleague Letter
May 6, 2011 Dear Colleague Letter
May 26, 2011 Dear Colleague Letter
December 2, 2011 Dear Colleague Letter
Utah Code Ann. §34A-5-101 et seq., Utah Antidiscrimination Act
Utah Code Ann. §71-10-1 et seq., Veteran’s Preference
Board Policy G-20: Bullying, Cyber-bullying, Hazing, and Abusive Conduct Prohibited
Board Policy S-3: Student Conduct and Discipline

THE POLICY

THIS POLICY MUST BE PUBLISHED ANNUALLY IN ALL STUDENT AND EMPLOYEE HANDBOOKS.

The Salt Lake City School District Board of Education is committed to providing a working and learning environment free from harassment, discrimination, and retaliation. The board values diversity among its students and employees. Accordingly, no otherwise qualified person shall be excluded from participation in, be denied the benefits of, or otherwise be subjected to unlawful discrimination in any district program or activity on the basis of age, color, disability, gender, gender identity, genetic information, national origin, pregnancy, race, religion, sexual orientation, or veteran status (Protected Classes).

These protections apply to students, employees, and other members of the public. The district is committed to providing equal access and equal opportunity in its programs, services, and employment including its policies, complaint processes, program accessibility, district facility use, accommodations, and other Equal Employment Opportunity matters. The district shall operate as an equal opportunity employer and will provide and safeguard the opportunity for all persons to seek, obtain, hold, and advance in employment within the district without discrimination. The district will also proactively recruit underrepresented groups, including women, minorities, people with disabilities, and eligible veterans. Employment decisions shall be based on job-related qualifications and competence.

The district also provides equal access to district facilities for all youth groups listed in Title 36 of the United States Code, including scouting groups.

The district prohibits harassment, discrimination, or retaliation against individuals who report allegations of discrimination, file a formal complaint, or participate in the investigative process. It is also a violation of this policy for any district employee to ignore harassment, discrimination or retaliation. Violations of this policy may result in discipline for both students and district employees.

The purpose of this policy is to promote a work and educational environment at the district that is free of discrimination, harassment, and retaliation, and to affirm the district’s commitment to non-discrimination, equity in education, equal opportunity for employment, and affirmative action.
Students or employees who believe that they have been subjected to unlawful discrimination, harassment, or retaliation should report the incident immediately to the school principal, department supervisor, or designee, as outlined in the administrative procedures for this policy. Complaints will be investigated with fairness and reasonable speed.

Refer to Board Policy G-20: Bullying, Cyber-bullying, Hazing, and Abusive Conduct Prohibited, and its associated administrative procedures for guidance on those issues. Board Policy G-20 pertains to both students and employees. Board Policy S-3: Student Conduct and Discipline, and its associated administrative procedures describe student rights and responsibilities. Employees should consult the appropriate employee handbooks and/or negotiated agreements for a description of their rights and responsibilities.

Discrimination Prohibited Statement for publications and applications

No district employee or student shall be subjected to discrimination in employment or any district program or activity on the basis of age, color, disability, gender, gender identity, genetic information, national origin, pregnancy, race, religion, sexual orientation, or veteran status. The district is committed to providing equal access and equal opportunity in its programs, services and employment including its policies, complaint processes, program accessibility, district facility use, accommodations and other Equal Employment Opportunity matters. The district also provides equal access to district facilities for all youth groups listed in Title 36 of the United States Code, including scouting groups. The following person has been designated to handle inquiries and complaints regarding unlawful discrimination, harassment, and retaliation: Tina Hatch, Compliance and Investigations, 440 East 100 South, Salt Lake City, Utah 84111, (801) 578-8388. You may also contact the Office for Civil Rights, Denver, CO, (303) 844-5695.

The district will set forth its specific processes for implementing this board policy through the accompanying administrative procedures.