

AC - NONDISCRIMINATION

The Highmore-Harrold School Board is committed to a policy of nondiscrimination in relation to race, sex, religion, national origin, age, handicap, physical or mental disabilities, or marital status. Respect for the dignity and worth of each individual will be paramount in the establishment of all policies by the Board and in the administration of those policies. We base these statements on the Constitutions of our nation and state, pertinent legislation enacted at those two levels of government, as well as court interpretations regarding citizens' rights.

In keeping with these statements, the following will be objectives of this school district:

1. To promote the rights and responsibilities of all individuals as set forth in the state and federal constitutions, pertinent legislation and applicable judicial interpretations.
2. To encourage positive experiences in human values for children and adults who have differing personal and family characteristics or who come from various socioeconomic, racial and ethnic groups.
3. To carefully consider, in all decisions made which affect the schools, the potential benefits or adverse consequences that those decisions might have on the human relations aspects of all segments of society.
4. To initiate a process of reviewing all policies and practices of this school district in order to achieve to the greatest extent possible the objectives of this policy.
5. To work toward a more integrated society and to enlist the support of individuals as well as that of groups and agencies, both private and Governmental, in such an effort.

It is the policy of the Highmore-Harrold School District #34-2 that no person be subjected to discrimination in any program, service, or activity for which the school district is responsible as required by state and federal laws.

The Board's policy on nondiscrimination will extend to students, staff, the general public and individuals with whom it does business.

LEGAL REFS.: [Title VII, Civil Rights Act of 1964](#)

Title VII, Civil Rights Act of 1962, as amended by the

[Equal Employment Opportunity Act of 1972](#)

[Executive Order 11246, as amended by E.O. 11375](#)

[Equal Pay Act](#), as amended by the Education Amendments of 1972

Title IX, Education Amendments of 1972
Rehabilitation Act of 1973

Adopted: July 13, 2009