

Intermediate District 287

RESPONSIVE. INNOVATIVE. SOLUTIONS.

DISTRICT POLICY

POLICY SERIES: Nondiscrimination & Equal Opportunity

SUBJECT: Goals

BOARD APPROVED: November 2008

BOARD REVIEWED DATE: October 2012

REVISION DATE: May 2017

NEO100 Goals

I. PURPOSE

The purpose of this policy is to articulate and emphasize the Board's commitment to equal educational and employment opportunities for all students, employees, and applicants and the Board's condemnation of unlawful discrimination in any form.

II. GENERAL STATEMENT OF POLICY

The District prohibits unlawful discrimination based upon any and all of the following: actual or perceived race, color, creed, religion, national origin, sex, [gender](#), [familial or marital status](#), disability, sexual orientation, gender identity/expression, age, status with regard to public assistance, [immigration status](#) and membership or activity in a local commission.

III. DESIRED OUTCOMES

The District seeks to achieve the following outcomes as a result of its commitment to nondiscrimination and equal opportunity:

- A. The elimination of discrimination and harassment of students and employees on the basis of the aforementioned characteristics and/or statuses.
- B. A welcoming, encouraging, and respectful learning environment for a diverse student population in which every student is provided with an equal opportunity for success.
- C. Employment and retention of administrative, instructional, and support personnel who are racially, sexually, culturally, religiously and ability diverse and/or those who by virtue of their birth, upbringing, or life experiences will enrich the learning and working environments.
- D. A welcoming and respectful working environment for diverse employees providing different experiences and perspectives in which all employees are provided with an equal opportunity for advancement and success.