

Intermediate District 287

RESPONSIVE. INNOVATIVE. SOLUTIONS.

DISTRICT POLICY

POLICY SERIES: Nondiscrimination & Equal Opportunity

SUBJECT: Equal Opportunity

BOARD APPROVED: November 2008

BOARD REVIEWED DATE: October 2012

REVISION DATE: May 2017

NEO140 Equal Opportunity

I. PURPOSE

The purpose of this policy is to provide equal educational and employment opportunities to all District students, employees, and applicants.

II. GENERAL STATEMENT OF POLICY

It is the District's policy to provide equal educational and employment opportunities to all students, employees and applicants for employment. The District shall not unlawfully discriminate in its educational and employment decisions on the basis of actual or perceived race, color, creed, religion, national origin, sex, gender, familial or marital status, disability, sexual orientation, gender identity/expression, age, immigration status, status with regard to public assistance, and membership or activity in a local commission.

III. APPLICATION

- A. This policy applies to all areas of District educational programs and services including academics, coursework, activities, facilities, and other rights and privileges of enrollment.
- B. This policy applies to all areas of District employment including hiring, tenure, compensation, terms, upgrading, conditions, facilities, and privileges of employment.
- C. It is the responsibility of every District employee to know and comply with this policy. Violators of this policy shall be subject to discipline consistent with District policies and procedures, collective bargaining agreements, and state and federal law.