

Equal Educational Opportunity

I. Equal Educational Opportunity

Equal educational opportunity and treatment shall be provided all students. No student legally enrolled in the district shall on the basis of age, disability, national origin, race, religion, sex, marital or parental status be excluded from participation in, be denied the benefits of or be subjected to discrimination under any educational program or activity administered or authorized by the district or Board.

The district staff is directed to make a continuous effort to provide equal educational opportunities for students and to eliminate those conditions which may cause discrimination.

II. Evaluation Statements to Measure Equal Educational Opportunities for Students

A. Regardless of age, students may expect equal educational opportunities if legally enrolled in a public school or community college.

B. Disabilities

1. All students, regardless of disabilities, have a right to equal educational opportunities. This is extended to, but not limited to, the educable mentally retarded, the trainable mentally retarded, the emotionally disturbed, students with extreme learning problems, able and gifted students, students with physical disabilities such as blindness, deafness, speech defects and those with locomotion problems.
2. The curriculum content offered in the district includes courses of study to aid students with disabilities to develop their fullest potential within the limitations of their impairments.
3. School programs are formulated and adopted to eliminate or minimize loss of educational content for students with disabilities.
4. Teachers identified to work specifically with students who have disabilities have the necessary professional training or are currently receiving that training.

C. National Origin

1. All students, regardless of their national origin, have the right to fair and equal opportunities and treatment in the public schools.
2. Within the school setting, recognition and consideration is given to students' cultural differences.

3. Expression by students of their cultural differences is permitted and encouraged when these expressions fall within the scope of the students' educational program.
4. An annual review of the district's student conduct code and other rules is undertaken by those in charge to determine their appropriateness for all students.

D. Racial and Ethnic Minorities

1. All students, including those with different racial and ethnic backgrounds, have the right to fair and equal educational opportunities and treatment in the public schools.
2. Teachers are knowledgeable about the ethnic and racial backgrounds of the students that they are teaching.
3. Within the school setting, students are able to receive an education without having to forego the expression of their ethnic and racial backgrounds. Students' freedom of expression should not be prohibited unless those expressions constitute disruption of the orderly operation of the educational process.
4. The curricular offerings present fair, accurate and unbiased racial and ethnic information about the characteristics and accomplishments of minorities as well as of the majority.

E. Religion

1. Students are not denied their educational rights because of personal religious convictions.
2. Students have the right to recognition of their religious training and beliefs.
3. Release time for participation in religious instruction is granted as provided in Oregon Revised Statutes.

F. Sex

1. Students, regardless of sex, have a right to fair, equal and impartial educational treatment and opportunities in all aspects of the school curriculum and activities.
2. Access to course offerings and other aspects of an educational program or activity is available without distinction based on sex.
3. Students are counseled to consider a variety of career opportunities—not necessarily those traditionally chosen by members of one sex.
4. The roles of women as well as men are an integral part of the district curriculum. The cultural and historical achievements and contributions of both women and men are recognized.
5. Staff members are sensitized to sex bias and stereotyping to avoid degrading and discriminatory practices.
6. Students are not assigned by sex to classes or tasks within the school program except for those in such areas as locker rooms, shower rooms, dressing rooms and lavatories which are used only by members of one sex.
7. School-sponsored sports provide equal opportunities for both sexes to use equipment and facilities. Adequate funding is provided to meet the needs of sports activities for both sexes. This does not mean that equal aggregate expenditures are required.

8. Physical facilities within the school plant are such that equal opportunity to participate in school courses and activities is ensured for students of both sexes.

G. Complaint Process Relating to Discrimination

Federal and state laws prohibit discrimination on the basis of age, disability, national origin, race, marital status, religion or sex in instructional programs, extracurricular activities and employment. The district has adopted the following process to be used by persons who wish to file complaints relating to discrimination. Complaint forms are available at the district office.

1. Informal Step I

Inquiries concerning discrimination may be directed to the superintendent for a student, instructional matter or an employment matter. Any person who has a discrimination complaint is encouraged to discuss the complaint with the individual causing the discrimination or the supervisor of the department if the matter pertains to a decision made at the department level.

2. Step II

If the complaint cannot be resolved at step I, a person may file a complaint with the superintendent if it pertains to a student, instructional matter or employment matter. The complaint shall be reduced to writing, setting forth the factual basis of the alleged discrimination.

Specific details concerning the complaint and the desired remedy should be included on the written form. The form should be taken or mailed to the superintendent.

The superintendent shall investigate the complaint. As part of the investigation, he/she may select two other persons (students, staff or other citizens) to serve with him/her as a panel of three to hear the facts relating to the complaint and consider possible ways of alleviating the problem.

The superintendent will respond in writing to the complaint within 20 days after receiving the complaint.

3. If the complainant is not satisfied with the disposition of the complaint at step II, a written appeal may be filed with the Board. The Board shall determine whether or not to review the case based on the written appeal and the record of step II proceedings.

DISCRIMINATION COMPLAINT FORM

Person filing complaint

Date

Department

Type of Discrimination:

Age

Disability

National Origin

Race

Religion

Marital Status

Sex

Parental Status

Specific Complaint:

(Please provide detailed information including names, dates, places, activities and results of informal discussions at step I.)

Remedy Requested:

Complaint form should be mailed to the superintendent.