

NON DISCRIMINATION

1.0 Purpose

- 1.1 The Mercer County Board of Education supports Equal Opportunity for all students and/or employees as being essential to education in the public schools of Mercer County.
- 1.2 Congress, in enacting the Civil Rights Acts of 1964 and The Education Amendments of 1972, determined that, "No person in the United States shall, on the basis of race, age, sex, color, creed, religious sect or disability, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any educational program or activity receiving Federal Financial Assistance."

2.0 Definitions

- 2.1 Mercer County Schools follows the county, state and federal procedures for compliance with nondiscrimination legislation. A system for nondiscrimination is practiced within the Mercer County Schools educational programs and activities, recruitment, notification and hiring practices.
- 2.2 Discrimination is defined as making a difference in treatment or favor on a basis other than individual merit or on the basis of race, age, sex, color, creed, religious sect, or disability.
- 2.3 Mercer County Schools inclusive of employees and students shall not discriminate in educational programs or activities, employee practices, hiring or recruitment.
- 2.4 Mercer County Schools implements continuing steps to notify students and others that discrimination is a violation of statute, regulation and policy.

3.0 Procedures

- 3.1 Mercer County Schools is in compliance with Title IX of the Education Amendment of 1972, SECTION 504 of the Rehabilitation Act of 1973, and State and Federal Laws and Regulations governing students and employees in their policies and procedures.

NON DISCRIMINATION continued

- 3.2 Any student, employee or job applicant believing they have been discriminated against because of race, color, creed, national origin, sex or disability may make a complaint through the office of the Title IX Coordinator or Section 504 Coordinator of Mercer County Schools. Complaints can be made at each school as well as at the Board of Education office.
- 3.3 Complaints will be taken, investigated, and if applicable, action will be taken to remedy the behavior as designated by statute, regulation and policy.

Legal References: Education Amendments of 1972, Title IX
Rehabilitation Act of 1973, Section 504

Sources: Board of Education Minutes, State Board Policy 4200

Dates: 7/15/75, 7/12/77, 2/25/82, 1/95, 6/27/95, 11/21/02