

112 NONDISCRIMINATION/AFFIRMATIVE ACTION

The School District of Auburndale is committed to a policy of nondiscrimination in relation to race, religion, sex, age, national origin, ancestry, creed, pregnancy, parental or marital status, sexual orientation or physical, learning, emotional or mental disability. This policy will prevail in all matters concerning staff, students, the public, educational programs, and services, and individuals with whom the Board does business.

The School District shall establish and maintain an atmosphere in which all persons can develop attitudes and skills for effective, cooperative living, including:

- a) Respect for the individual regardless of economic status, intellectual ability, race, creed, color, religion, sex, or age;
- b) Respect for cultural differences
- c) Respect for economic, political, and social rights of others; and
- d) Respect for the right of others to seek and maintain their own identities.

The School District shall continue to thoroughly re-examine all parts of the curriculum to make sure it emphasizes positive human relationships. The instructional materials used in the schools must accurately portray the history, contributions, and culture of the various ethnic groups in our society.

In keeping with the requirements of federal and state law, the School District of Auburndale shall strive to remove any vestige of discrimination in employment, assignment, compensation, and promotion of personnel; in educational opportunities and services offered students, in their assignment to schools and classes, and in their discipline; in location and use of facilities; and in educational offerings and materials.

Any complaint shall be reported in writing to the District Administrator if the complaint cannot be resolved through informal discussions with building level staff. All written complaints will have response within fifteen (15) school days. A Board hearing may be requested in writing if the administrative response is unsatisfactory. See Policy 872 - Public Complaints about Personnel for Complaints Procedures.

Adopted: March 23, 1994
Revised: July 20, 2016