

## **CHAPTER 6.00 - PERSONNEL**

**6.43**

### **PROHIBITION OF DISCRIMINATION AND HARASSMENT**

#### **POLICY:**

- (1) No person shall, on the basis of race, color, religion, sex, age, national or ethnic origin, political beliefs, marital status, disability if otherwise qualified, social and family background, or on the basis of the use of a language other than English by Limited English Proficiency (LEP) students, be excluded from participation in, be denied the benefits of, or be subjected to discrimination and/or harassment under any educational program or activity, or in any employment conditions or practices conducted by this School District. The School Board of Dixie County forbids discrimination and harassment in any form whether by an administrator, teacher, any other adult, or any student except as provided by law.
- (2) The School Board shall comply with the Americans with Disabilities Act of 1990 (ADA). This law makes it unlawful to discriminate against a qualified individual with a disability who can perform the essential functions of his/her job with reasonable accommodations.
- (3) Persons alleging such may use grievance procedures provided in School Board Policy 2.16 except to disputes involving the interpretation or application of the collective bargaining agreement; in which the grievance procedures of the collective bargaining agreement will be utilized, to remedy such alleged discrimination and/or harassment.

**CHAPTER 6.00 - PERSONNEL**

Page 2 of 2

**6.43** (Continued)

**STATUTORY AUTHORITY:** 120.54, 1001.41, 1001.42, 1012.23, F.S.

**LAWS IMPLEMENTED:** 112.51, 119.07, 760.01 et seq., 1000.05, 1000.21, 1001.43, 1012.22, F.S.  
34 CFR 989, 34 CFR 200.43(c), P.L. 110-233; 201-44, Code of Federal Register

**STATE BOARD OF EDUCATION RULE:** 6A-19.001 et. seq.

**HISTORY:**

Adopted: January 14, 1999 Revision Date(s): October 14, 1999; October 9, 2001; February 9, 2010 Formerly:
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