

**Board Policy BAC: Equity**

Status: DRAFT

Original Adopted Date: Pending

**NONDISCRIMINATION AND ACCESS TO EQUAL EDUCATIONAL OPPORTUNITY**

The School Board shall provide equal opportunity for all students and will not discriminate or tolerate harassment in its educational programs or activities on any basis prohibited by law or Board policy.

- A. Curriculum Content: The Superintendent shall review current and proposed courses of study and textbooks to detect any bias based upon sex, race, color, ethnic or national origin, religion, marital status, disability, age, political beliefs, sexual orientation, gender, gender identification, social and family background, linguistic preference, and pregnancy; ascertaining whether or not supplemental materials, singly or taken as a whole, fairly depict the contribution of all genders, races, ethnic groups, etc., toward the development of human society.
- B. Staff Training: The Superintendent shall develop an ongoing program of in-service training for school personnel designed to identify and solve problems of color/racial, gender, religious, national, cultural, or other bias in all aspects of the program. Such in-service training shall include programs that focus on culturally responsive and sustaining education.
- C. Student Access: The Superintendent shall review current and proposed programs, activities, facilities, and practices to verify that all students have equal access thereto and are not segregated on the basis of sex, race, color, ethnic or national origin, religion, marital status, disability, age, political beliefs, sexual orientation, gender, gender identification, social and family background, linguistic preference, and pregnancy in any duty, work, play, classroom, or school practice, except as may be permitted under State and Federal laws and regulations. The Board may establish and maintain a single-gender nonvocational class, extra-curricular activity, or school for elementary, middle, or high school students.
- D. District Support: The Superintendent shall verify that similar aspects of the District's program receive similar support as to staff size and compensation, purchase and maintenance of facilities and equipment, access to such facilities and equipment, and related matters.
- E. Student Evaluation: The Superintendent shall verify that tests, procedures, or guidance and counseling materials, which are designed to evaluate student progress, rate aptitudes, analyze personality, or in any manner establish or tend to establish a category by which a student may be judged, are not differentiated or stereotyped on any basis prohibited by law or Board policy.

The Board shall provide proper notice of nondiscrimination for Title II, Title VI, and VII of the Civil Rights Act of 1964, Title IX of the Education Amendment Act of 1972, Section 504 of the Rehabilitation Act of 1973, and the Age Act is provided to students, their parents, staff members, and the general public.

The Superintendent shall develop guidelines setting forth the conditions and requirements to implement this policy in accordance with federal and state laws, regulations, and Board policies.

**Policy Reference Disclaimer:** These references are not intended to be part of the policy itself, nor do they indicate the basis or authority for the board to enact this policy. Instead, they are provided as additional resources for those interested in the subject matter of the policy.

Note: To access the policy references, click here [State of Georgia Terms and Conditions](#)(<https://simbli.eboardsolutions.com/SU/amlgTZiB9plushNjl6WXhfiOQ==>) and close the LexisNexis tab, which will return you to the policy. Click on the links below to be taken to each specific code. **You should only have to do this one time per session.**

**State References**

O.C.G.A. 34-01-0002

**Description**

Age discrimination in employment prohibited -

<https://simbli.eboardsolutions.com/SU/wJjztCza3plusgCPYDK6P3Qcw==>

O.C.G.A. 34-05-0001	Declaration of public policy regarding discriminatory wage practices based on sex - <a href="https://simbli.eboardsolutions.com/SU/3LipwslshXLCRt4TnMmT9GbyQ==">https://simbli.eboardsolutions.com/SU/3LipwslshXLCRt4TnMmT9GbyQ==</a>
O.C.G.A. 34-06A-0004	Prohibited discriminatory activities - <a href="https://simbli.eboardsolutions.com/SU/e4O1iqnDZplusxdROIsgmmkhQ==">https://simbli.eboardsolutions.com/SU/e4O1iqnDZplusxdROIsgmmkhQ==</a>
O.C.G.A. 45-19-0020	Fair Employment Practices Act of 1978 - short title - <a href="https://simbli.eboardsolutions.com/SU/w4kiPPslshoalCcnk8k30plusMzA==">https://simbli.eboardsolutions.com/SU/w4kiPPslshoalCcnk8k30plusMzA==</a>
O.C.G.A. 45-19-0029	Fair Employment Practices Act of 1978-Unlawful practices generally - <a href="https://simbli.eboardsolutions.com/SU/FdFCcyuPRcOowW7TVSycKQ==">https://simbli.eboardsolutions.com/SU/FdFCcyuPRcOowW7TVSycKQ==</a>

## Federal References

	Description
20 USC 1400	Individuals with Disabilities Education Act-findings; purposes - <a href="https://simbli.eboardsolutions.com/SU/LR1zaDaslshmslsh4g3sRkQEMWTw==">https://simbli.eboardsolutions.com/SU/LR1zaDaslshmslsh4g3sRkQEMWTw==</a>
20 USC 1681	Title IX-Prohibition against discrimination based on sex - <a href="https://simbli.eboardsolutions.com/SU/WtD0SpBBUS3pplus6xQmdpgRg==">https://simbli.eboardsolutions.com/SU/WtD0SpBBUS3pplus6xQmdpgRg==</a>
20 USC 1701	Equal Educational Opportunities Act of 1974-Congressional declaration of policy - <a href="https://simbli.eboardsolutions.com/SU/c6pplus64NL7ZjuP0OcvHLODA==">https://simbli.eboardsolutions.com/SU/c6pplus64NL7ZjuP0OcvHLODA==</a>
29 CFR 1605	Guidelines on discrimination because of religion - <a href="https://simbli.eboardsolutions.com/SU/jDAH0slshyTJKslshV4h6p7U2HLA==">https://simbli.eboardsolutions.com/SU/jDAH0slshyTJKslshV4h6p7U2HLA==</a>
29 USC 623	Prohibition of age discrimination - <a href="https://simbli.eboardsolutions.com/SU/MRhtUplus3Jjg8Zxa9mrKMmrQ==">https://simbli.eboardsolutions.com/SU/MRhtUplus3Jjg8Zxa9mrKMmrQ==</a>
29 USC 794	Nondiscrimination under Federal grants and programs - <a href="https://simbli.eboardsolutions.com/SU/xCuy72TisshgbTduPkxWvT6w==">https://simbli.eboardsolutions.com/SU/xCuy72TisshgbTduPkxWvT6w==</a>
34 CFR 104.7	Section 504 - Designation of responsible employee and adoption of grievance procedures - <a href="https://simbli.eboardsolutions.com/SU/dr0QQOwyztuwsyDiDuqqA==">https://simbli.eboardsolutions.com/SU/dr0QQOwyztuwsyDiDuqqA==</a>
42 USC 11431	Education for Homeless Children and Youths - <a href="https://simbli.eboardsolutions.com/SU/vRUQSNfLoUEBQJySi2Ghlg==">https://simbli.eboardsolutions.com/SU/vRUQSNfLoUEBQJySi2Ghlg==</a>
42 USC 12101	Americans with Disabilities Act - Findings and purpose - <a href="https://simbli.eboardsolutions.com/SU/PCfCNxkkoREKtOXieMtpslshw==">https://simbli.eboardsolutions.com/SU/PCfCNxkkoREKtOXieMtpslshw==</a>
42 USC 2000d	Civil Rights Act-Prohibition against discrimination in federally assisted programs on basis of race, color, or national origin - <a href="https://simbli.eboardsolutions.com/SU/tFugfWYzRYsslsh4jBYNweqTQ==">https://simbli.eboardsolutions.com/SU/tFugfWYzRYsslsh4jBYNweqTQ==</a>
42 USC 2000e-2	Unlawful employment practices - <a href="https://simbli.eboardsolutions.com/SU/niEZplusl98a8DWAWipKLOvplusw==">https://simbli.eboardsolutions.com/SU/niEZplusl98a8DWAWipKLOvplusw==</a>
45 CFR 86.57	Discrimination based upon marital or parental status prohibited - <a href="https://simbli.eboardsolutions.com/SU/toULiFQwHFKJlt2uH3AK7Q==">https://simbli.eboardsolutions.com/SU/toULiFQwHFKJlt2uH3AK7Q==</a>