

## Policy 5.11: Equal Educational Opportunities

Status:  
ADOPTED

Original Adopted Date: 08/13/2012 | Last Revised Date: 06/21/2022 | Last Reviewed Date: 06/21/2022

In compliance/alignment with the Equal Opportunities Act of 1974, no student will be unlawfully excluded from participation in, be denied the benefits of, or subjected to discrimination in any program or activity offered or sponsored by the Board on the basis of race, ethnicity, color, disability, creed, national origin, sex, immigrant or migrant status, non-English speaking ability, or homeless status.

## Policy 6.16: Equal Employment Opportunity

Status:  
ADOPTED

Original Adopted Date: 08/13/2013 | Last Revised Date: 06/21/2022 | Last Reviewed Date: 06/21/2022

### Unlawful Discrimination Prohibited:

The Board is an equal-opportunity employer. Personnel actions and decisions will be made without regard to factors or considerations prohibited by federal or state law (as such laws may from time to time be amended), including but not limited to race, age, color, national origin, religion, gender, genetic information, or physical mental disability in admission to, treatment in or employment in its programs and activities. Chickasaw City School District also provides equal access to the Boy Scouts and other designated youth groups.

Title IX; 34 CFR 106.9 Section 504; 34 CFR 104.8

The City of Chickasaw Board of Education 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 accommodation. Persons alleging such discrimination shall use the grievance procedure provided elsewhere in these policies as a remedy.

The City of Chickasaw Board of Education shall visibly post any and all Equal Employment Opportunity Commission (EEOC) Notices required by law and a notice of the Board's commitment to a discrimination-free workplace in an area frequented by employees and applicants for employment. Further, the Board shall issue this Equal Employment Policy to all supervisors and management officials employed by the Board.

Implementing Regulations Authorized:

The Superintendent is authorized and directed to implement such rules, regulations, procedures, and directives as necessary and appropriate to implement and enforce this policy and any law prohibiting discrimination in the workplace, including the designation of one or more complaint/grievance investigators, officials, or coordinators, the development of complaint or grievance procedures for responding to allegations of unlawful discrimination, the provision of training-or dissemination of instructional materials and advisories to appropriate staff members, and the administration of corrective or remedial action in response to violations of the law and of this policy.