

It is the policy of this District to provide a learning and working environment free from discrimination and harassment on the basis of race, color, creed, national origin, sex, sexual orientation, gender identity or expression, religion, age, disability, genetic information, protected veteran status, or any other characteristic protected by law in the educational programs or employment practices. The purpose of this policy and accompanying Civil Rights Grievance Procedure (Policy 294P1) is to provide a method for the expeditious processing of grievances and a means to eliminate unlawful discrimination or harassment within the District.

Anyone who believes that he/she has been the recipient of illegal discrimination or harassment, §based on race, color, national origin, sex, sexual orientation, gender identity or expression, religion, age, disability, genetic information, protected veteran status, political beliefs, or marital or family status may file a grievance in accordance with this policy and the procedures outlines in Policy 294P1.

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**LEGAL REFERENCE:**

Idaho Code Sections

H182 (2023, Ch. 239, Session Laws) – Public Prayer  
67-5901 – Idaho Human Rights Act

Federal Law

42 USC §§2000 *et seq.* Title VII of the Civil Rights Act of 1965  
42 USC §§2000 *et seq.* Title VI of the Civil Rights Act of 1964  
42 USC § - Section 1981 of the Civil Rights Act of 1866  
42 USC § - Section 1983 of the Civil Rights Act of 1871  
29 USC §206d – The Equal Pay Act 1963  
20 USC §1681 – Title IX of the Education Amendments of 1972  
29 USC §§621 *et seq.* – Age Discrimination and Employment Act of 1967  
42 USC §§12101 *et seq.* – Americans with Disabilities Act of 1990, as amended by the  
ADA Amendments Act of 2008  
29 USC §794 – Section 504 of the Vocational Rehabilitation Act of 1973 *Bostoc v. Clayton County, Georgia*, 140 S.Ct. 1731 (2020)  
*Kennedy v. Bremerton Sch. Dist.*, 142 S. Ct. 2407 (2022)

**CROSS REFERENCE:**

Civil Rights Grievance Procedures – Policy 294P1  
Title IX Grievance Procedures – Policy 296P1  
Non-Discrimination in Employment – Policy 410  
Sexual Harassment – Policy 414  
Student Harassment – Policy 506  
Prohibition Against Harassment, Intimidation and Bullying – Policy 506-50

**ADOPTED:** April 22, 1998

**AMENDED:** June 20, 2023