

NON-DISCRIMINATION STATEMENT

C-10

The Mountain Brook School system does not discriminate on the basis of race, color, religion, national origin, sex, disability, sexual orientation, or age in any of its programs and activities, or in matters of employment, and provides equal access to the Boy Scouts and other designated youth groups.

It is against the policy of the Mountain Brook Board of Education to have different rules or regulations on the basis of sex in employment, including recruitment, hiring classification, and other terms, conditions or privileges of employment.

The Board, in accordance with Title IX (20 U.S.C. S1681, et seq.), strictly prohibits discrimination on the basis of sex or gender in its programs or activities, or any matters of employment. The prohibition includes sexual harassment based on sex, sexual assault, as defined by law and Board policy. Sexual harassment and sexual assault complaints should be filed and reviewed under the Board's sexual harassment policies (G-32, J-49). All other complaints under Title IX will be filed and reviewed according to the Board's general complaints and grievance procedures (G-34, J-41).

The Superintendent is authorized and directed to designate a Title IX Coordinator, whose duties will include, but not be limited to receiving and responding to Title IX inquiries and complaints.

A copy of the Non-Discrimination Statement shall be available in each administrative office of the school system. Notice of this policy's existence and the Board's intention to comply with the regulations of Title IX shall appear regularly in publications; such as, student handbooks, PTA yearbooks and/or newsletters, student newspapers, Community Education's Schedule of Classes and in the text of applications for employment.

Originally adopted: January 22, 1979

Revised from former policy G-3 and renumbered as C-10, July 11, 2016