

### Nondiscrimination/Equal Opportunity

The Board is committed to a policy of nondiscrimination in relation to race, religion, sex, age, national origin, handicap and other human differences. This policy will prevail in all matters concerning staff, students, the public, educational programs and services and individuals with whom the Board does business.

In keeping with the requirements of federal and state law, this school district strives to remove any vestige of discrimination in employment, assignment and promotion of personnel; in educational opportunities and services offered students, in their assignment to schools and classes and in their discipline; in location and use of facilities; in educational offerings and materials.

The Board encourages its staff to improve human relations within the schools and to establish channels through which citizens can communicate their human relations concerns to the administration and the Board.

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President, Alva Board of Education

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Clerk, Alva Board of Education

## Nondiscrimination/Equal Opportunity - continued

Adopted: January 7, 1985

Revised: October 02, 2000      June 28, 2004  
July 01, 2001            June 27, 2005  
July 01, 2002            June 29, 2006  
July 01, 2003            June 28, 2007

Legal Reference: Title VI, Civil Rights Act of 1964  
Title VII, Civil Rights Act of 1964, as amended by the Equal Employment  
Opportunity Act of 1972  
Executive Order 11246, as amended by E. O.11375  
Equal Pay Act, as amended by the Education Amendments of 1972  
Title IX, Education Amendments of 1972  
Rehabilitation Act of 1973  
Education for All Handicapped Children Act of 1975  
Constitution of the State of Michigan, Art.8-2  
Michigan Civil Rights Act (PA 453 of 1976)

Cross Reference:

District #001, Woods County, Oklahoma