

**EQUAL EMPLOYMENT  
AND EDUCATIONAL OPPORTUNITIES**

The Apple Creek School District is committed to a policy of equal opportunity for all employees and students. Discrimination on the basis of sex, race, creed, marital status, age, handicap, national origin, or color is prohibited.

The school system shall establish and maintain an atmosphere in which all persons can develop attitudes and skills for effective, cooperative living, including:

- a. Respect for the individual regardless of economic status, physical or intellectual ability, race, creed, color, religion, sex, or age;
- b. Respect for cultural differences;
- c. Respect for economic, political, and social rights of others;
- d. Respect for the right of others to seek and maintain their own identities; and
- e. Per NDCC Ch. 37-19.1: When publishing and posting vacancy notices for teachers, it is not required to subject these positions to Veteran's Preference. However, Principals, are still entitled to Veteran's Preference under state law. All applicants claiming Veteran's Preference must submit documentation verifying their status as a veteran.

The school system shall strive to remove all vestiges of prejudice and discrimination in employment, assignment, and promotion of personnel; in location and use of facilities; in curriculum development and instructional materials; and in the availability of programs for children.

The school system shall continue to reexamine thoroughly all parts of the curriculum to make sure that the instructional materials accurately portray the history, contributions, and culture of the various ethnic groups in our society.

To ensure implementation of this policy, the School Board will:

1. Appoint an affirmative action compliance administrator. (Reference ACSB-7)
2. Annually disseminate information emphasizing that the Apple Creek School District is an Equal Opportunity Employer.
3. Develop a complaint and appeals procedure for use by any employee or student who believes that he or she has been discriminated against, denied a benefit or excluded from participation in a district education program or activity on the basis of race, color, national origin, sex, age, marital status or disabling condition. (Reference ACSB-7)

Legal Reference: 1964 Civil Rights Act, Title VI  
1964 Civil Rights Act, Title VII  
Executive Order 11246, as amended  
1972 Educational Amendment, Title IX  
45 CFR Part 86 Regulations  
1973 Rehabilitation Act, Section 503  
1973 Rehabilitation Act, Section 504  
45 CFR Part 84 Regulations  
29 U.S.C. '626 (PL 101-433) Old Workers Benefit Protection Act  
22 U.S.C. '623; 29 U.S.C. '631 Age Discrimination in Employment Act  
42 U.S.C. 12101-12213 Americans with Disabilities Act  
20 U.S.C. 1413 Individuals with Disabilities Education Act  
NDCC Ch 14-02.4 Discrimination  
NDCC Ch. 15.1-32 Special Education of Children

**POLICY ADOPTED: 28Apr03**  
**POLICY AMENDED: 12Mar12**