

## NON-DISCRIMINATION STATEMENTS

### I. PURPOSE

To ensure that Shelby County Schools students, parents, employees, employment applicants, and other third parties interacting with the District are treated in a non-discriminatory manner as provided by state and federal law.

### II. SCOPE

This policy applies to all students, parents, employees, employment applicants, and other third parties as provided by state and federal law.

### III. POLICY STATEMENT

#### Educational Programs or Activities

#### **TITLE VI OF THE CIVIL RIGHTS ACT OF 1964, AS AMENDED**

The Shelby County Board of Education prohibits discrimination on the basis of race, color and national origin in the educational programs or activities which are operated by Shelby County Schools.

Students or employees who believe that they have been discriminated against on the basis of their race, color or national origin must contact Shelby County Schools' designated Federal Rights Coordinators whose contact information appears below.

#### **TITLE IX OF THE EDUCATION AMENDMENTS ACT OF 1972, AS AMENDED**

The Shelby County School Board of Education prohibits discrimination on the basis of sex in the educational programs or activities which it operates. The prohibition against discriminating on the basis of sex in educational programs and activities extends to employment in and admission to such programs and activities.

Students or employees who believe that they have been discriminated against on the basis of sex in the educational programs or activities which Shelby County Schools operates must contact Shelby County School's designated Federal Rights Coordinators whose contact information appears below.

**SECTION 504/ TITLE II OF THE AMERICANS WITH DISABILITIES ACT, AS AMENDED**

The Shelby County Board of Education prohibits the exclusion from participation in, the denial of benefits of, or the discrimination of any qualified persons with disabilities in any Shelby County School program on the basis of disability<sup>1</sup>.

Qualified parents, students or employees with disabilities that believe that they have been excluded from participating in, denied benefits of, or have been discriminated against in any Shelby County School program on the basis of disability must contact Shelby County Schools' designated Federal Rights Coordinators whose contact information appears below and is entitled to file a complaint/grievance in accordance with policy 6054 Section 504 Grievance and Due Process Procedures.

**Employment**

**TITLE VII OF THE CIVIL RIGHTS ACT OF 1964, AS AMENDED**

The Shelby County Board of Education prohibits discrimination of its employees and applicants for employment on the basis of race, color, religion, sex or national origin. The SCBE also prohibits discrimination against its employees on the basis of the employee's or applicant's association with another individual of a particular race, color, religion, sex or national origin.

Employees or applicants for employment that believe that they have been discriminated against on the basis of their race, color, religion, sex or national origin must contact Shelby County Schools' designated Federal Rights Coordinators whose contact information appears below.

**AGE DISCRIMINATION IN EMPLOYMENT ACT OF 1967**

The Shelby County Board of Education prohibits discrimination of its employees and applicants for employment on the basis of age. Employees or applicants for employment that believe they have been discriminated against on the basis of age must contact Shelby County Schools' designated Federal Rights Coordinators whose contact information appears below.

## **TITLE II OF THE GENETIC INFORMATION NONDISCRIMINATION ACT OF 2008**

The Shelby County Board of Education prohibits discrimination of its employees and applicants on the basis of genetic information. Employees or applicants for employment who believe they have been discriminated against on the basis of genetic information must contact Shelby County Schools' designated Federal Rights Coordinators whose contact information appears below.

## **AMERICANS WITH DISABILITIES ACT OF 1990, AS AMENDED**

The Shelby County Board of Education prohibits discrimination against employees and applicants on the basis of disability.<sup>1</sup>

Employees and applicants who believe they have been discriminated against on the basis of disability must contact Shelby County Schools' designated Federal Rights Coordinators whose contact information appears below.

### **Students Rights and Responsibilities**

The privileges and rights of all students shall be guaranteed without regard to race, color, religion, sex, creed, age, disability, or national origin. Students may exercise their right to freedom of expression through lawful means. The exercise of this right may not interfere with the rights of others. Freedom of expression may not be utilized to present material which tends to be obscene, slanderous, or to defame character, or to advocate violation of federal, state, and local laws, or official school policies, rules, and regulations.

### **Retaliation for Reporting Discrimination**

The Shelby County Board of Education prohibits retaliation by or against students, parents or guardians of students, and employees who file complaints of discrimination.

### **Contact Information**

The following persons have been designated to handle inquiries regarding the non-discrimination policies:

For Employees  
Federal Rights Coordinator  
160 South Hollywood  
Memphis, Tennessee 38112  
(901)416-5811

For Students  
Federal Rights Coordinator  
2800 Grays Creek Rd.  
Arlington, Tennessee 38002  
(901) 416-6007

1. Proof of disability from a licensed physician may be required.

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Legal References:

1. Education Amendments Act of 1972
2. Civil Rights Act of 1964
3. Age Discrimination in Employment Act of 1967
4. Genetic Information Nondiscrimination Act of 2008
5. Americans With Disabilities Act of 1990

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Cross References:

1. 4001 EEO Compliance
2. 4016 Application and Employment
3. 6054 Section 504 Grievance and Due Process Procedures
4. 6013 Participation in School Programs
5. 6051 Interscholastic Athletics