

ANCHORAGE SCHOOL DISTRICT
ANCHORAGE, ALASKA

ASD MEMORANDUM #92 (2007-2008)

October 8, 2007

TO: SCHOOL BOARD

FROM: OFFICE OF THE SUPERINTENDENT

SUBJECT: ASD BOARD POLICY CHANGES DUE TO ANCHORAGE
EQUAL RIGHTS COMMISSION RECOMMENDATIONS (FIRST
READING)

ASD Goal: Ensure public accountability through effective communication with students, staff, parents, community and government at all levels.

RECOMMENDATION:

It is the Administration's recommendation that the School Board adopt on First Reading the proposed changes to School Board Policies 114 Nondiscrimination; 114.1 Display of Prejudice Toward Others; 332.3 Lottery Procedures - Open Enrollment; 344.12 District Provisions; 490.14 Prohibited Material; 527 Equal Employment Opportunity; 532.241 EEO Policy Statement; 604 EEO Policy Statement; 725.31 Non-Discrimination; and 725.31 Non-Discrimination, as shown on Attachment A.

PERTINENT FACTS:

To more appropriately reflect federal language and guidelines, the Anchorage Equal Rights Commission recommended that the Anchorage School District review its existing policies to more appropriately reflect individuals with mental and physical disabilities. Specifically, the Commission recommended that terms such as "handicapped" and "conditions" be replaced using the words "mental and physical disabilities."

The EEO Office reviewed all board policies for instances where these terms occur. The recommended changes were presented to the Policy Subcommittee at its September 19 meeting. At that meeting, the members present agreed the terms could be changed as a technical correction to existing policies. Subsequent discussion by the full board at its September 24 Special Meeting resulted in a

decision to bring these proposed policy changes to the full board for consideration.

CC/RG/MB

Attachment

Prepared by: Rhonda Gardner, Assistant Superintendent, Instruction
Margo Bellamy, Director, EEO

Approved by: Rhonda Gardner, Assistant Superintendent, Instruction

Recommended Changes to Board Policy

114 Nondiscrimination

The Board is committed to a policy of nondiscrimination on the basis of race, religion, sex, age, national origin, economic status, ~~handicap~~ disability, and other human differences. No person shall be excluded from participation in, or denied the benefits of educational opportunities and services, academic or extracurricular, offered by the District. It is the policy of the District to comply with the statutes, regulations, and executive orders enforced by Federal, State, and Municipal agencies, including but not limited to Executive Order 11246, Title 41, part 60-1, 60-2, 60-3, 60-20, Title VI and VII of the Education Amendments Acts of 1972, and Chapter 18 of Alaska Statute 4 AAC06.500 - 4 ACC 06.600. (Section 145 - Approved March 19, 1984 and Subsequently Revised as Section 114)

114.1 Display of Prejudice Toward Others

The Anchorage School District believes strongly that a learning environment must be structured to reflect diverse cultural traditions and contributions. Furthermore, the Anchorage School District values diversity among students and staff and believes that

all students and staff have the right to participate in school activities free from prejudice. The Anchorage School District has zero tolerance for any behaviors that ridicule, harass, intimidate, or otherwise threaten students, staff and community members on school campus or at school activities. Individuals and/or groups are in violation of this policy if they:

- a. Make demeaning remarks directly or indirectly, such as name-calling, racial slurs or "jokes"; or
- b. Physically threaten or harm an individual; or
- c. Display visual or written materials or deface, damage, or destroy property or materials; or
- d. Perform any other act that is clearly discriminatory or harassing in nature;

because of the person's race, creed, gender, national origin, age, marital status, political or religious beliefs, physical or mental ~~conditions~~ disabilities, family, social, or cultural background, or sexual orientation. Students or staff members who believe that they have been the subject of harassment and/or discriminatory behavior will report the incident immediately to the principal or department supervisor. Complaints regarding harassment/discriminatory behavior will be investigated immediately. Any student, staff or community member who violates on school campus or at school activities this policy by engaging in conduct defined above that directly or indirectly causes intimidation, harassment

or physical harm to another student or staff member will be subject to appropriate disciplinary action.

(Section 145.1 - Approved December 14, 1992 and Subsequently Revised as Section 114.1)

(Section 114.1 - Revised June 25, 2001)

332.3 Lottery Procedures - Open Enrollment

a. Purpose

(1) To provide an equal opportunity for all students who request participation in one of the Anchorage School District's programs or schools other than the assigned District program or school and to provide grade level and gender balance. No student shall be denied participation because of a physical, mental, or learning disability, handicapping condition, or special need.

344.12 District Provisions

The Board recognizes that the needs of individual students vary widely, and that the highest educational standards imply challenging each child according to his/her individual capacity. Therefore, programs shall be developed to meet the educational needs of both the gifted and the ~~handicapped~~ physically or mentally disabled students.

490.14 Prohibited Material

The following types of articles and material shall not be allowed in student publications:

- a. Material which is libelous or which violates the rights of privacy.
- b. Material which is obscene, according to current standards in the community.
- c. Profanity or vulgar slang which is defined as language or other printed matter which would not be used in the Anchorage Daily News or the Alaska Star.
- d. Material which advocates the breaking of any law or School Board policy.
- e. Material which criticizes, demeans or attacks any race, religion, sex, ~~handicap~~ or ethnic group, physical or mental disability.

527 Equal Employment Opportunity

The District shall meet all federal, state, and local criteria required to be an equal opportunity employer. The District shall provide equal opportunity for employment, prohibiting discrimination in employment practices because of race, color, religion, sex, national origin, physical or mental handicap disability, political affiliation, marital status, change in marital status, pregnancy, and age.

The District shall also promote the full realization of equal employment practices through non-discrimination in hiring, placement, promotion, transfer, demotion, recruitment, advertisement, solicitation for training, layoff, termination, and all other conditions of employment.

532.241 EEO Policy Statement

It shall be the policy of the District to provide equal opportunity for employment, prohibiting discrimination in employment practices because of race, color, religion, sex or national origin, physical or mental handicap disability, marital status, change in marital status, pregnancy, and age. The District shall also promote the full realization of equal employment practices through non-discrimination in hiring, placement, upgrading, transfer, demotion, recruitment, advertisement, solicitation for training, layoff, termination and all other conditions of employment.

604 EEO Policy Statement

The District shall meet all federal, state, and local criteria required to be an equal opportunity employer. It shall be the policy of the District to provide equal opportunity for employment, prohibiting discrimination in employment practices because of race, color, religion, sex or national origin, physical or mental handicap disability, political affiliation, marital status, change in marital status, pregnancy and age. The District shall also promote the full realization of equal employment practices through non-discrimination in hiring, placement, upgrading, transfer, demotion, recruitment, advertisement, solicitation for training, layoff, termination, and all other conditions of employment.

725.31 Non-Discrimination

a. No bidder/proposer on any District contract may illegally discriminate on the basis of race, color, religion, national origin, ancestry, age, sex, marital status, physical or mental handicap disability, or change in marital status in employment, provision of services, or otherwise. Any bidder/proposer submitting a bid or proposal of fifty thousand dollars (\$50,000) or more must certify that if awarded a contract on the basis of that bid or proposal, he/she as the contractor will not illegally discriminate against any member or applicant for employment because of race, color, religion, national origin, ancestry, age, sex, marital status, physical or mental handicap disability, or change in marital status, in employment, provision of service, or otherwise.

725.31 Non-Discrimination

a. No bidder/proposer on any District contract may illegally discriminate on the basis of race, color, religion, national origin, ancestry, age, sex, marital status,

physical or mental handicap disability, or change in marital status in employment, provision of services, or otherwise. Any bidder/proposer submitting a bid or proposal of fifty thousand dollars (\$50,000) or more must certify that if awarded a contract on the basis of that bid or proposal, he/she as the contractor will not illegally discriminate against any member or applicant for employment because of race, color, religion, national origin, ancestry, age, sex, marital status, physical or mental handicap disability, or change in marital status, in employment, provision of service, or otherwise.