

Anchorage School District
Equal Employment Opportunity Office

ASD Statement of Nondiscrimination

Note:

This statement in its entirety must be placed in all school newsletters twice each school year. This statement must also be posted in each school, unit and department in the District. Posters are available from the EEO Office.

The Anchorage School Board is committed to a policy of nondiscrimination on the basis of race, religion, sex, age, national origin, economic status, handicap, and other human differences protected by law. 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 1964 Civil Rights Act, and Title IX of the Education Amendments Act of 1972, and Section 504. 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. Individual and/or groups are in violation of this policy if they:

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

because of the person’s race, creed, gender, national origin, age, language spoken, ability, disability, marital status, political or religious beliefs, physical or mental condition, 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

Inquiries or complaints regarding any rights protected by law or policy may be addressed to the School District Equal Employment Opportunity Director, who serves as the Title IX Coordinator, ASD Education Center, 5530 E. Northern Lights Blvd, Anchorage, AK 99504-3135, (907) 742-4132 or to any of the following external agencies: Alaska State Commission for Human Rights, Anchorage Equal Rights Commission, Director of the Office for Civil Rights, Department of Education, Department of Health and Human Services.

Any student, staff or community member who violates on a school campus or at school activity 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.