



## **St. HOPE Public Schools Nondiscrimination in SHPS Programs and Activities Policy**

The St. HOPE Public Schools (SHPS) Board of Directors is committed to equal opportunity for all individuals in education. SHPS programs, activities, and practices shall be free from discrimination based on actual or perceived age, ancestry, ethnicity, actual or potential parental, pregnancy, family or marital status that treats students differently on the basis of sex, lactation status, housing or homeless status, color, mental or physical disability, gender, gender identity, gender expression, sex, sexual orientation, genetic information, immigration status, medical information, nationality, race, religion, or association with a person or a group with one or more of these actual or perceived characteristics.

All individuals shall be treated equitably in the receipt of SHPS and school services. Personally identifiable information collected in the implementation of any SHPS program, including, but not limited to, student and family information for the free and reduced-price lunch program, transportation, or any other educational program, shall be used only for the purposes of the program, except when the Superintendent or designee authorizes its use for another purpose in accordance with law. Resources and data collected by SHPS shall not be used, directly or by others, to compile a list, registry, or database of individuals based on race, gender, sexual orientation, religion, ethnicity, national origin, or immigration status or any other category identified above.

The Superintendent or designee shall review SHPS programs and activities to ensure the removal of any barrier that may unlawfully prevent an individual or group in any of the protected categories stated above from accessing SHPS programs and activities, including the use of facilities. S/he shall take prompt, reasonable actions to remove any identified barrier. The Superintendent or designee shall report his/her findings and recommendations to the Board after each review.

### **Processing Complaints of Unlawful Discrimination**

All allegations of unlawful discrimination in SHPS programs and activities shall be investigated and resolved in accordance with the procedures specified in the "St. HOPE Public Schools Uniform Complaint Procedures".

The individual identified in the "St. HOPE Public Schools Uniform Complaint Procedures" as the employee responsible for coordinating SHPS's response to complaints shall also be responsible for complying with all civil rights laws.

#### **Equity Compliance Officer/ Title IX Compliance Officer:**

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