



SECTION:

POLICY 121

TITLE:

PROHIBITING DISCRIMINATION IN
EDUCATION

NESHAMINY SCHOOL DISTRICT

1	I. AUTHORITY	Neshaminy School District is an equal opportunity educational service agency	1
2		and will not discriminate on the basis of race, color, national origin, ancestry,	2
3		sex, disability, age, sexual orientation or religion in its activities, educational	3
4		and vocational programs as required by Title VI of the Civil Rights Act of	4
5		1964, Title IX of the 1972 Educational Amendments, Section 504 of the	5
6		Rehabilitation Act of 1973, the Americans with Disabilities Act of 1990, and	6
7		the Pennsylvania Human Relations Act of 1955 as amended, or as required	7
8		by the United States and/or Pennsylvania Constitutions and any other	8
9		federal and/or state statues regarding these issues.	9
10		The Superintendent or his/her designee is responsible for implementation	10
11		of this policy.	11
12			12
13	II. ADMISSION	No person shall, on the basis of race, color, national origin, ancestry, sex,	13
14	22 PA Code	disability, pregnancy, marriage, age, sexual orientation, homelessness or	14
15	Chapter 12	religion be denied admission, be subjected to discrimination in admission	15
16	§ 12.1	to, or be excluded from the Neshaminy School District.	16
17			17
18	III. COMPLIANCE	The Superintendent or his/her designee is designated as the person	18
19	ACTIVITIES	responsible for coordinating Neshaminy School District's compliance efforts	19
20		involving students.	20
21			21
22	IV.	Any student, parent or guardian of a student having a concern about	22
23	GRIEVANCE	discrimination in a District sponsored activity, educational or vocational	23
24	PROCEDURES	program should proceed as follows:	24
25		• Submit the concern, or concerns in writing, to the principal (on the form,	25
26		Attachment A).	26
27		• Upon receipt of this document, the principal shall attempt to confer within	27
28		5 working days with the person or persons expressing the concern and the	28

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person or persons alleged to be involved. The principal shall notify the Superintendent or his/her designee.

- If the concern is resolved, a written report shall be forwarded to the person filing the concern with copies to the Superintendent or his/her designee.
- If the concern is not resolved, the principal shall refer the concern immediately to the Superintendent or his/her designee.
- When a concern is unresolved, the Superintendent or his/her designee shall attempt to conduct a conference within 5 working days of receipt of report. Participants may include but not be limited to: the complainant(s), principal, a Pupil Services representative, person/persons alleged to be involved (if appropriate).
- If the concern is resolved, a written report shall be prepared by the Superintendent or his/her designee and forwarded to all parties listed and the Superintendent.
- If this conference does not resolve the issue, the complaint shall be referred to the Superintendent by the Superintendent's designee along with a recommendation for resolution. The decision of the Superintendent shall be final.

V.
CONSEQUENCES

Any Neshaminy School District employee who is found, after appropriate investigation, to have discriminated against any student may be subject to disciplinary actions up to and including dismissal.

Students who are found, after appropriate investigation, to have filed false complaints about discrimination may be subject to disciplinary actions up to and including expulsion.

RSM/ms

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ATTACHMENT A

NESHAMINY SCHOOL DISTRICT
DISCRIMINATION COMPLAINT FORM

Name of Complainant _____ School _____

Parent _____ Address _____

Guardian _____ Student _____

Telephone # _____

Names of Persons Accused of Discrimination _____

Date(s) of Incident(s) _____

Location(s) _____

Witness(es), if any _____

Describe the incident(s) as clearly and completely as possible.(Use additional sheet of paper, if necessary.)

The above information is true, correct, and complete.

Complainant Signature

Date

Parent/Guardian, (if student is a minor)

Date

Submitted to _____

Date