



**Board Policy**

## Diversity and Equity

### Philosophy Policy 1002

**Policy Statement**

The Board and school district are committed to a policy of non-discrimination on the basis of any protected characteristic including race, gender, sexual orientation, religion, national origin, disability, age, marital status, genetic information, veteran status and all other legally protected characteristics.

- All employees and students are entitled to work and learn in an environment free of discrimination or harassment.
- Non-discrimination must be applied in all district operations and by all employees.

The Red Clay School District promotes and embraces equity and diversity throughout the school system. Red Clay is dedicated to supporting all students and staff through culturally responsive practices, breaking down barriers, and eradicating historical disparities in academic excellence and personal success. Red Clay will close the achievement gap and change the culture of the District.

**Definitions**

Discrimination: Treatment or consideration of an individual based on a group to which the person belongs rather than on individual merit or behavior

Harassment: Behavior or statements based on protected characteristics which trouble, torment, or disturb those to whom they are aimed

**Responsibility**

The Superintendent shall ensure that the diversity and equity are guaranteed to all by providing periodic surveys, annual notice of non-discrimination, and complaint procedures as required by law and by designating a staff member to serve as Title IX/Equal Education Opportunity Officer.

All employees are responsible for following the policy. Non-compliance shall result in disciplinary action up to and including dismissal.

**References**

14 Del. C. §1043, §1049; 19 Del. C. §710-718, §720-727  
Related policies: 4002 Nondiscrimination in Employment

	Related Documents: Student Code of Conduct	
<b>Adoption Date</b>	Date of manual adoption	
<b>Revision/ Reapproval Date</b>	Revised: 01/21/2009 07/11/2018	