



Board Policy

Diversity and Equity

**Philosophy
Policy 1002**

Policy Statement

The Board and school district are committed to a policy of anti-harassment and non-discrimination on the basis of any protected characteristic including race, gender, sexual orientation, religion, national origin (including shared ancestry or ethnic characteristics), 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 and students.
- Any student who believes he or she has been subjected to harassment or discrimination is urged to report it to a School Administrator or School Counselor. Procedures for filing and investigating complaints of harassment and discrimination can be found in policy 8002 and submitted by completing the Red Clay Discrimination Complaint/ Report Form (8002.1).

In support of this policy, the district shall

- Promote the rights and responsibilities of all individuals
- Encourage positive experiences in human values for all
- Encourage the celebration and support of diversity

Definitions

Discrimination: The 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 which may include, but are not limited to, any unwelcome, inappropriate, or illegal physical, written, verbal, graphic, or electronic conduct, that relates to an individual's actual or perceived race, color, gender, sexual orientation, religion, national origin (including shared ancestry or ethnic characteristics), disability, marital status, genetic information, veteran status, pregnancy or pregnancy-related conditions, or any other category protected by state or federal law, and that has the purpose or effect of creating a hostile education by

	limiting the ability of an individual to participate in or benefit from the district's programs and activities, or by unreasonably interfering with that individual's education environment or, if the conduct was to persist, and would likely create a hostile education environment.	
Responsibility	<p>The Superintendent shall ensure diversity and equity are guaranteed to all by providing periodic surveys, annual notice, and complaint procedures as required by law, and designating a staff member to serve as Title IX/Equal Education Opportunity Officer.</p> <p>All employees are responsible for following the policy. Non-compliance shall result in disciplinary action up to and including dismissal.</p>	
References	<p>14 Del. C. §1043, §1049; 19 Del. C. §710-718, §720-727 Related policies: 4002 Nondiscrimination in Employment, 4022 Adult Sexual Misconduct in Schools, 8002 Equal Education Opportunities</p> <p>Related Documents: Student Code of Conduct</p>	
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