



**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.

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: 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, 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	
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