

SOUDERTON AREA SCHOOL DISTRICT

SECTION: PROGRAMS

TITLE: EQUAL OPPORTUNITY
POLICY FOR SCHOOL AND
CLASSROOM PRACTICES

ADOPTED: January 28, 1975

REVISED: April 24, 2003

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| <ol style="list-style-type: none"> 1. Authority SC 1310 Title VI Title IX 20 U.S.C. Sec. 794 34 C.F.R. 104.31-37 2. Delegation of Responsibility | <p style="text-align: center;">103. EQUAL OPPORTUNITY POLICY FOR SCHOOL AND CLASSROOM PRACTICES</p> <p>The Board declares it to be the policy of this district to provide an equal opportunity for all children to achieve their maximum potential through the programs offered in these schools regardless of race, color, creed, religion, sex, ancestry, culture, national origin or disability.</p> <p>In order to achieve the aforesaid goal, the Board directs the Directors of Elementary and Secondary Education to assume the responsibility of coordinating all implementing activities as Equal Opportunity Compliance Officers.</p> <p>It shall be the duty of the Equal Opportunity Compliance Officers to:</p> <ol style="list-style-type: none"> 1. Review current and proposed curriculum guides and textbooks to detect any bias upon race, color, creed, religion, sex, ancestry, culture, national origin, or disability, or ascertaining that supplemental materials singly or taken as a whole, fairly depict the contribution of both sexes and the various races, and ethnic groups toward the development of human society. 2. Develop an ongoing program of in-service training for school personnel designed to identify and solve problems regarding bias of racial, color, creed, religious, sexual, ancestral, cultural, national origin, or disability in all aspects of the school program. 3. Review current and proposed programs, activities and practices to ensure that to the fullest extent of federal and state law all students have equal access thereto and are not segregated on the basis of race, color, creed, religion, sex, ancestry, culture, national origin, or disability in any duty, work, play, classroom or school practice. |
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4. Ensure that like aspects of the school program receive like support as to staff size and compensation, purchase and maintenance of facilities and equipment, access to such facilities and equipment and related matters.
5. Make every effort to ensure that tests, procedures or guidance and counseling materials which are designed to evaluate student progress, rate aptitudes, analyze personality, or in any manner establish or tend to establish a category by which a student may be judged, are not differentiated or stereotyped on the basis of race, color, creed, religion, sex, ancestry, culture, national origin, or disability.

The Equal Opportunity Compliance Officers may be assisted in these duties by a committee composed of teaching staff members, students, parents and other residents and community business people.

The Equal Opportunity Compliance Officers shall report to the Board on progress made in the Equal Opportunity Program for school and classroom practices, on a scheduled basis.

EQUAL EMPLOYMENT OPPORTUNITY

Title IX Citation and Inquiry Procedures

This procedure is available to interested persons who are students, employees, parents, applicants for admission and applicants for employment.

For the administration of this procedure, the district has issued a form called the Title IX Contract Form.

The Assistant to the Superintendent/Human Resources is designated as the Compliance Officer for Title IX.

In order to initiate a Title IX Contract, whether involving an inquiry or a citation, the interested person shall communicate with the Title IX Officer by letter or by telephone:

Assistant to the Superintendent/Human Resources
Souderton Area School District
760 Lower Road
Souderton, Pennsylvania 18964

Telephone: 215-723-6061

PROCEDURE

STEP I Citations or inquiries involving alleged discrimination must be registered within ten (10) calendar days of the alleged active discrimination.

The Compliance Officer will review and attempt to resolve the citation or inquiry at his level within ten (10) calendar days. If this cannot be accomplished, all records of the action to date shall be forwarded to the Superintendent for disposition within five (5) calendar days.

STEP II If the inquiry or citation is not resolved by the Superintendent within ten (10) calendar days, the case may be referred to the Board of School Directors for action or disposition at the next regularly scheduled meeting, where the grievance will be resolved or referred to the state or federal agency having jurisdiction over the matter.

If the student or employee chooses not to utilize the district's internal grievance machinery, he/she may communicate directly to the Director of the Regional Office for Civil Rights, with a copy submitted to the school district.

TITLE IX CONTRACT FORM

For

Inquiries and Citations

STEP I (To be completed by Title IX Officer)

Name and Address of Interested Person _____

Contact Initiated by Phone _____ Letter _____ Visit _____ Other _____

Date of Initiation _____, 20 ____ Date of Step I Conference _____

Individuals Present _____

Description of Inquiry or Citation:

Date of Step I Reply _____, 20 ____

Contents of Step I Reply

Signature of Title IX Officer

STEP II (To be completed by Superintendent)

Date of Request for Step II Review _____

Date of Receipt of Reasons for Dissatisfaction _____

Date of Step II Conference _____

Individuals Present _____

Date of Step II Reply _____

Signature of Superintendent