

NON-DISCRIMINATION NOTICE: TITLE IX, SECTION 504, TITLE VI, & TITLE VII

SALMON SCHOOL DISTRICT PUBLIC NOTICE OF SECTION 504, TITLE VI, TITLE VII AND TITLE IX DISCRIMINATION AND SEXUAL HARASSMENT POLICIES AND GRIEVANCE PROCEDURES

Salmon School District hereby advises students, parents, employees and the general public it does not discriminate on the basis of handicap (Section 504) , race, color or national origin (Title VI and Title VII) or sex (Title VI, Title VII and Title IX), and offers employment and educational opportunities without regard to race, color, national origin, ancestry, sex, gender identity, sexual orientation, ethnicity, age, language barrier, religious beliefs, physical and mental handicap or disability, economic or social conditions, or actual or potential marital or parental status or status as a homeless child.

Grievance procedures are available to interested persons and inquiries regarding non-discrimination policies may be directed below:

Title IX Coordinator (Sex Discrimination)

Chris Born

Title IX Coordinator

1501 Bean Ln.

Salmon, ID 83467

(208) 756-4271

chris.born@salmon291.org

Mr. Born's training materials:

Certified Title IX Coordinator Training – [March 3, 2021](#)

Rustan Bradshaw

Title IX Investigator

401 S. Warpath

Salmon, ID 83467

(208) 756-2415

russ.bradshaw@salmon291.org

Mr. Bradshaw's training materials:

Title IX Investigator Training – [March 8, 2021](#)

Section 504 Coordinator (Handicap Discrimination)

Chris Born
Rustan Bradshaw
Non-Discrimination Coordinators

UNIFORM GRIEVANCE FORM

SECTION 504 OF THE REHABILITATION ACT

Salmon School District does not discriminate based on handicap condition in admission or access to its programs and activities. No person shall be denied employment because of any physical, mental, or medical impairment, which is related to the person's ability to engage in the activities involved in the job for which application has been made.

TITLE VI (SECTION 601) OF THE CIVIL RIGHTS ACT OF 1964

As required by Title VI of the Civil Rights Act of 1964, Salmon School District does not discriminate on the basis of sex, race, color or national origin.

TITLE VII OF THE CIVIL RIGHTS ACT OF 1964

Title VII prohibits employment discrimination on the basis of color, national origin, and sex; therefore, sexual harassment is job discrimination. As required by Title VII of the Civil Rights Act of 1964, Salmon School District does not discriminate on the basis of sex, race, color, or national origin.

TITLE IX OF THE EDUCATION AMENDMENTS OF 1972

As required by Title IX of the Education Amendments of 1972, Salmon School District does not discriminate on the basis of sex in the educational programs or activities that it provides. Salmon School District does not discriminate in employment of persons on the basis of sex, including recruitment, appointment, salary, and benefits.

Title IX also protects students from unlawful sexual harassment in all of the school's programs and activities whether they take place in the facilities of the school, on a school bus, in a school's class, at a class training program sponsored by the school at any other location, or elsewhere in relation to the school or a school-related activity. Title IX protects both male and female students from sexual harassment, regardless of who the harasser is. Salmon School District will not tolerate any conduct against students in violation of these requirements and disciplinary action will be strictly enforced against all individuals who engage in prohibited conduct.

Sexual harassment is defined as: an employee of the recipient conditioning the provision of an aid, benefit, or service of the recipient on an individual's participation in unwelcome sexual conduct; unwelcome conduct determined by a reasonable person to be so severe, pervasive,

and objectively offensive that it effectively denies a person equal access to the recipient's education program or activity; or "Sexual assault" as defined in 20 U.S.C. 1092(f)(6)(A)(v) "Dating violence" as defined in 34 U.S.C. 12291(a)(10) "Domestic violence" as defined in 34 U.S.C. 12291(a)(8) "Stalking" as defined in 34 U.S.C. 12291(a)(30).

A hostile environment is one that interferes with one's work performance and may include such events as verbal comments, displaying sexual materials and unwanted sexual contact. A hostile environment is severe and/or pervasive harassing behavior.

Salmon School District is responsible under Title IX to respond to written or verbal reports of sexual harassment and sex discrimination, and all staff must report incidents of sexual harassment or sexual discrimination to appropriate administrative personnel. Title IX prohibits retaliation against anyone who has made a complaint, testified, assisted, or participated in any manner in any investigation, proceeding or hearing relating to a complaint of sex discrimination and sexual harassment.

Salmon School District's officials responsible for the coordination of activities relating to non-discrimination on the basis of sex is our Title IX Coordinator listed above. This individual can provide information on Title IX, including information about the position as coordinator, complaint procedures, and Salmon School District's policies to any student or employee who feels that his or her rights under Title IX have been violated by the Salmon School District or its officials. In addition, any student or employee may make an inquiry or complaint directly to the U.S. Department of Education Office of Civil Rights.

Under federal law, any school receiving federal money is required to have a policy against sexual discrimination and notify employees, students and parents of this policy. The following Salmon School District's policies can be found in the Board Policy Manual located at <https://www.salmonschools.com/Content2/policy-manual> under the "School Board Info" tab.

- Nondiscrimination (Policy 5120)
- Uniform Grievance Procedure and Form (Policies 4120, 4120f)
- Classified Employee Grievance Procedure (Policy 4120)
- Sexual Harassment/Sexual Intimidation in the Workplace (Policy 5240)
- Certified Staff Grievance (Policy 4120)
- Equal Employment Opportunity and Non-Discrimination (Policy 5120)
- Employee Responsibility Regarding Student Harassment, Intimidation and Bullying (Policy 3290)
- Abused and Neglected Child Reporting (Policy 5260, 5260f)
- Sexual Harassment/Bullying/Hazing (3290, 3295)
- Relationship Abuse and Sexual Assault Prevention and Response (Policy 3290, 3295)
- American Disabilities Act, 504 (Policy 5230)