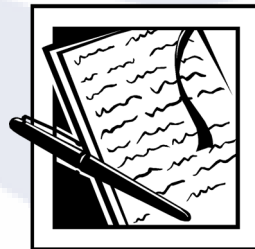


## **Board Policy Updates:**

**BP 0410, BP 1312.3, BP 4030, BP 4033,  
BP 4119.11, BP 4219.11, BP 4319.11,  
BP 5145.7, and BP 5146 (First Reading)**



**October 1, 2024**



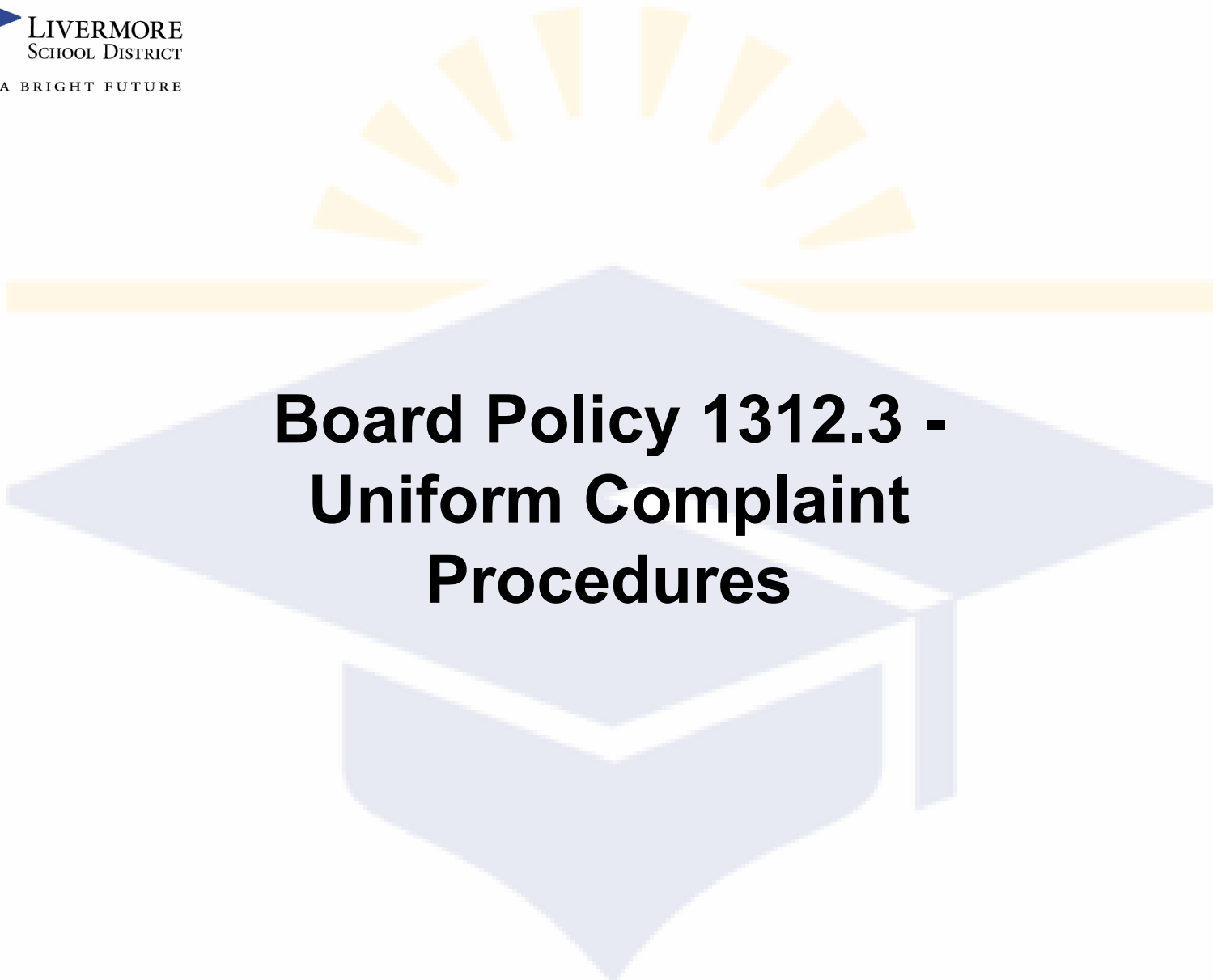
# **Board Policy 0410 - Nondiscrimination in District Programs and Activities**

# BP 0410

## Significant points include:

- This policy shall apply to all acts related to a school activity or school attendance.
- The Board of Education is committed to providing equal opportunity for all individuals in district programs and activities to be free from unlawful discrimination.
- District programs and facilities, viewed in their entirety, shall be in compliance with the Americans with Disabilities Act (ADA).





# **Board Policy 1312.3 - Uniform Complaint Procedures**

## **BP 1312.3**

### **Significant points include:**

- To resolve complaints which may require a more formal process, the Board shall adopt the uniform system of complaint processes.
- The District's Uniform Complaint Procedure (UCP) shall be used to investigate and resolve qualifying complaints.



# **Board Policy 4030 - Nondiscrimination in Employment**

# BP 4030

## Significant points include:

- District employees are assured full and equal employment access and opportunities, and protection from harassment and intimidation.
- Complaints concerning employment discrimination, harassment, or retaliation shall be immediately investigated in accordance with established procedures.



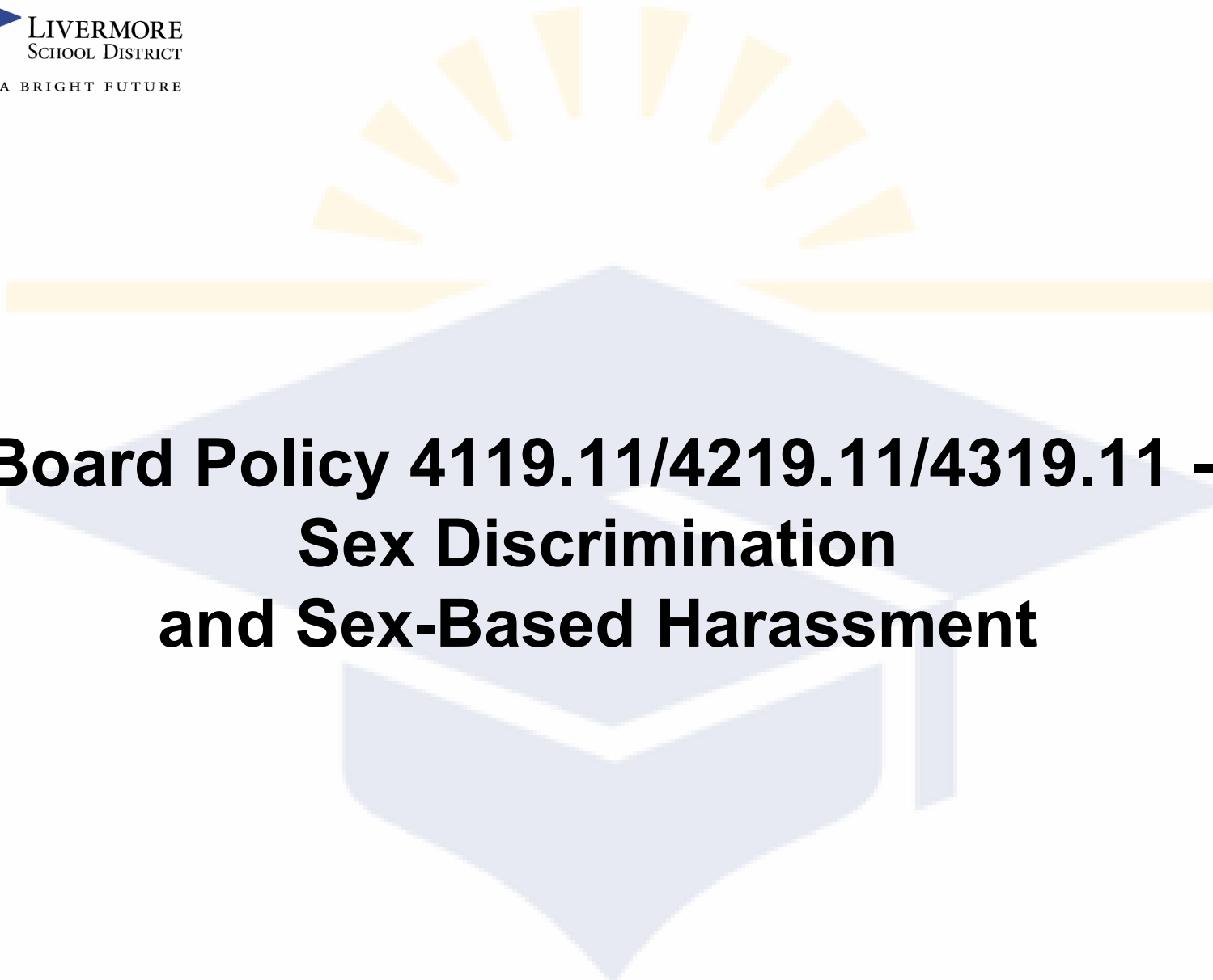
# **Board Policy 4033 - Lactation Accommodations**



# BP 4033

## Significant points include:

- The Board of Education recognizes the immediate and long-term health benefits of breastfeeding, and the importance of providing a supportive environment for employees.
- Employees shall notify their supervisor or other appropriate District Administrator in advance of the intent to request a lactation accommodation.
- Before a determination is made to deny lactation accommodations to an employee, their supervisor shall consult with the Superintendent.
- District shall provide a reasonable amount of break time to accommodate an employee each time they need to express breastmilk.
- The employee shall be provided a lactation space for the purpose of performing such functions as needed.



**Board Policy 4119.11/4219.11/4319.11 -  
Sex Discrimination  
and Sex-Based Harassment**

# **BP 4119.11/4219.11/4319.11**

## **Significant points include:**

- This policy shall apply to all District employees, interns, volunteers, contractors, job applicants, and other persons with an employment relationship with the District.
- Any District employee or job applicant who feels that they have been sexually harassed or who has knowledge of any such incident shall immediately report the incident to their supervisor, the principal, district administrator or Superintendent.
- Complaints of sexual harassment shall be filed in accordance with AR 4031 - Complaints Concerning Discrimination in Employment.



# **Board Policy 5145.7 - Sex Discrimination and Sex-Based Harassment**

# BP 5145.7

## Significant points include:

- The Board of Education prohibits, at school or at school-sponsored or school-related activities, sex discrimination and sex-based harassment.
- The District strongly encourages students who feel that they are being or have experienced sex discrimination, including sex-based harassment, on school grounds or at a school-related activity to immediately contact their teacher, the principal, the District's Title IX Coordinator, or any other available school employee.
- Any employee who receives a report or observes an incident shall notify the Title IX Coordinator within one (1) workday.
- Designee shall ensure that all District students receive age-appropriate information on sex discrimination and sex-based harassment.
- For students in grades 4-12, disciplinary action may include suspension and/or expulsion.



# **Board Policy 5146 - Married/Pregnant/Parenting Students**

# BP 5146

## Significant points include:

- The Board of Education recognizes that responsibilities pertaining to marriage, pregnancy, or parenting, including related obligations, medical conditions, or recovery, may disrupt a student's education and increase the chance of a student dropping out of school.
- The District shall not exclude or deny any student from any educational program or activity on the basis of the student's current, potential, or past pregnancy, childbirth, false pregnancy, termination of pregnancy, lactation, or related medical conditions or recovery.
- Designee shall annually notify parents/guardians at the beginning of the school year of the rights and options available to pregnant and parenting students under the law.
- Pregnant and parenting students shall retain the right to participate in the regular education program or an alternative education program.
- A student who is pregnant or parenting, or has a related condition, shall be entitled to parental leave in order to protect the health of the student and/or the infant, and to allow the student to care for and bond with the infant.
- When necessary to complete high school graduation requirements, the student may remain enrolled in school for a fifth year.

# **Superintendent's Recommendation**



**Approve the Board Policy Updates for BP 0410, BP 1312.3, BP 4030, BP 4033, BP 4119.11, BP 4219.11, BP 4319.11, BP 5145.7, and BP 5146 (First Reading).**



## **Board Policy Updates:**

**BP 0410, BP 1312.3, BP 4030, BP 4033,  
BP 4119.11, BP 4219.11, BP 4319.11,  
BP 5145.7, and BP 5146 (First Reading)**



**October 1, 2024**