

Civil and Legal Rights - Discrimination

Okemos Public Schools shall not unlawfully discriminate in its educational programs, activities or employment policies. There shall be no discrimination against any individual because of age, color, disability, sex, height, marital status, national origin, race, political affiliation, religion, sexual orientation, gender identity and expression, socio-economic status, veteran status, weight, or any other reason prohibited by applicable laws.

Complaints of discrimination under this policy must be referred to the Assistant Superintendent of Human Resources. The Assistant Superintendent of Human Resources is responsible for the coordination of any necessary investigation and report. Inquiries regarding compliance with non-discrimination law may be directed to Office of the Assistant Superintendent of Human Resources, at 4406 North Okemos Road, Okemos, Michigan 44864 (telephone: 517-706-5006), or to the appropriate state or federal agency.

Office for Civil Rights, Cleveland Office
U.S. Department of Education
1350 Euclid Avenue, Suite 325
Cleveland, OH 44115
Telephone: (216) 522-4970
Facsimile: (216) 522-2573
Email: OCR.Cleveland@ed.gov

Legal References: [USC = United States Code]

Age Discrimination in Employment Act; 29 USC 621
Section 504 of the Rehabilitation Act of 1973; 29 USC 794 *et seq.*
The Americans With Disabilities Act, 42 USC 12101 *et seq.*
Title II of the Civil Rights Act of 1964 (42 USC, Section 2000a)
Title VI of the Civil Rights Act of 1964; 29 USC 2000-d
(Prohibits discrimination on the basis of race, color, or national origin.)
Title VII of the Civil Rights Act of 1964; 29 USC 2000-e
(Prohibits discrimination on the basis of race, color, religion, sex or national origin)
Title IX of the Education Amendments of 1972, 20 USC 1681 *et seq.*
(Prohibits discrimination on the basis of sex)
Elliott-Larsen Civil Rights Act, MCL 37.2101 *et seq.*
Persons With Disabilities Civil Rights Act, MCL 37.1101 *et seq.*

SEE ALSO: Board Policy:

4116.11: Equal Opportunity Employment//Non-Discrimination in Hiring
4116.12: Individuals with Disabilities

Policy

Adopted: 05-06-76

Amended: 03-27-17

Reviewed: