

<b>Policy Subject</b>  EQUAL OPPORTUNITY/NONDISCRIMINATION POLICY	<b>Location Code</b>  206.1	<b>Adoption Date</b>  12/10/84
	<b>Rescinds/Amends</b>	<b>Adopted</b>

It is the policy of the Norfolk Public Schools not to discriminate on the basis of race, national origin, creed, age, marital status, sex, or disability in its educational programs, activities, or employment policies as required by Titles VI and VII of the 1964 Civil Rights Act, Title IX of the 1972 Education Amendments, the Federal Rehabilitation Act of 1973, and the Nebraska Equal Educational Opportunity Act.

Any person who believes she or he has been discriminated against, denied a benefit, or been excluded from participation in any district program or activity on the basis of sex, race, or handicap as a violation of this policy may grieve such matters using the adopted grievance procedures of this district. Such procedures shall provide for prompt and equitable resolution of complaints alleging acts of discrimination.

Inquiries regarding compliance with Title IX, the Nebraska Equal Opportunity in Education Act. Section 504, or Title VI may be directed to (Robert Waite, Director of Business Affairs 512 Philip, (402) (644-2505) or in the case of Title IX and the Rehabilitation Act to the Director of the Region VII Office for Civil Rights, 10220 North Executive Hills Boulevard, 8<sup>th</sup> Floor, Kansas City, Missouri 64153, (816) 891-8026.

