

4012 Non-Discrimination and Anti-Harassment

Campbell County School District (CCSD) does not discriminate on the basis of race, color, national origin, sex, disability, age, or any other basis protected by federal, state, or local law, in its programs, or activities. It is CCSD's policy to maintain a nondiscriminatory environment free from intimidation, harassment, or bias based on these grounds.

This policy and any applicable regulations will be used to address all concerns from students, employees, applicants for employment, CCSD guests, and individuals with whom the District does business regarding unlawful discrimination and harassment.

- Inquiries about the application of Title IX (discrimination/harassment based on sex) may be referred to the Title IX Coordinator. Contact information is listed below.
- Inquiries from employees regarding Section 504 of the Rehabilitation Act of 1973 and the Americans with Disabilities Act (Section 504/ADA), and/or discrimination in employment matters, or equitable access may be directed to the Human Resources Manager. Contact information is listed below.
- Inquiries from students/parents/guardians regarding Section 504/ADA, discrimination based on disability, may be directed to the District's 504/ADA Coordinator. Contact information is listed below.
- All other inquiries about discrimination and harassment complaints based on race, color, religion, age, national origin, disability, or any other basis protected by federal, state, may be referred to the Human Resources Manager. Contact information is listed below.

Title IX	Section 504/ADA (Employees)	Section 504/ADA (Students)	Discrimination & Harassment
TitleIX@ccsd.k12.wy.us Title IX Coordinator 1000 West Eight St. Gillette, WY 82716 (307) 682-5171	Human Resources Manager 1000 West Eight St. Gillette, WY 82716 (307) 682-5171	504 Coordinator 1000 West Eight St. Gillette, WY 82716 (307) 682-5171	Human Resources Manager 1000 West Eight St. Gillette, WY 82716 (307) 682-5171

Inquiries and complaints under this policy may also be made to the Office for Civil Rights, 1244 Speer Blvd., Suite 310, Denver, Colorado 80204-3582, (303) 844-5695, OCR.Denver@ed.gov.

Procedures for Complaint of Discrimination

- **Discrimination/Harassment:** 4012-R Non-Discrimination and Anti-Harassment contains the District's procedure for all investigations of discrimination and harassment of students, employees, applicants for employment, CCSD guests, and individuals with whom the District does business.

- **Sexual Harassment:** Policy 4374 Title IX Sexual Harassment contains the District's procedures for addressing complaints regarding sexual harassment
- **ADA and Section 504:** With regard to any complaint involving identification, evaluation, or placement involving Section 504, notice of student and parental rights are available on our website. Hearing procedures relating to identification, evaluation, and/or placement under Section 504 can also be found on our website.

Any employee with a disability who is requesting reasonable accommodation in regard to receipt of employment opportunities, program benefits and services under Section 504/ADA shall contact the Human Resource Manager.

All other complaints concerning Section 504 and ADA shall be addressed in the District's Non-Discrimination/Anti-Harassment 4012-R.

Retaliation

Retaliation related to the filing, defending, reporting, presenting of evidence pertaining to, or decision-making pertaining to, any type of harassment or discrimination complaint is prohibited regardless of whether the original report of harassment or discrimination was substantiated. Retaliation includes threats, conduct, and communications that seek to punish, intimidate or otherwise coerce parties involved in filing, defending, reporting, presenting of evidence pertaining to, or decision-making pertaining to any type of harassment or discrimination complaint.

Malicious Accusations

Malicious accusations of harassment on the basis of race, color, national origin, sex, disability, age, or any other basis protected by federal, state, or local law have a serious detrimental effect on the person against whom the report is made. The District will take disciplinary action against any individual making a report of harassment or discrimination with knowledge that the report is false, if the report is made with reckless disregard for the truth or if the report is made with the specific intent of causing injury or damage to another person.

ADOPTION DATE: June 8, 2021. This policy replaces 4010 Equal Opportunity, Title VI, Title IX, Immigration Act and Section 504 and 4010-R Equal Opportunity, Title VI, Title IX, Immigration Act and Section 504. May25, 2021.

LEGAL REFERENCE(S): Title VI of the Civil Rights Act of 1964; Title IX of the Education Amendments of 1972; Immigration Reform and Control Act of 1987; Section 504 of the Rehabilitation Act of 1973; Amended Section 9525 of the Elementary and Secondary Education Act of 1965 (ESEA)

CROSS REFERENCE(S): <https://www.ccsd.k12.wy.us/domain/51> 4014, 4374

ADMINISTRATIVE REGULATION: 4012-R