4001: NON-DISCRIMINATION AND HARASSMENT

The District does not unlawfully discriminate on the basis of race, color, religion, national origin, marital status, disability, age, sex, sexual orientation, gender, gender identity, or on any other basis prohibited by federal, state, or local laws in admission or access to or treatment of employment, or in its programs and activities.

The District shall provide an employment, teaching and learning environment free from unlawful harassment, including sexual harassment or harassment because of an individual’s sex. The District prohibits any and all forms of sexual harassment.

School Personnel violating this Policy shall be subject to disciplinary action. For purposes of this policy, the term “School Personnel” includes school board members, school employees, agents, volunteers, contractors, or any other person subject to the direct supervision and control of the District.

The following person has been designated to handle inquiries regarding the discrimination and harassment policies: The Associate Superintendent of Human Resources, 5606 South 147th Street, Omaha, NE 68137 (402) 715-8200. The Associate Superintendent of Human Resources may delegate this responsibility as needed.

Complaints by school personnel or job applicants regarding unlawful discrimination or unlawful harassment (excluding sexual harassment) shall follow the procedures of District Rule 4001.2. Complaints regarding sexual harassment shall follow the procedures of District Rule 4001.3.

Date of Adoption
September 20, 2010

Date of Revision
July 9, 2018
November 16, 2020

Related Policies and Rules
1100.4: Notice of Non-Discrimination
4001.1: Non-Discrimination and Harassment
Legal Reference


Neb. Rev. Stat. §79-544; 79-896; 79-820; 79-801; 79-802; 48-901 to 48-912

Age Discrimination in Employment Act

Title VII Civil Rights Act

Rehabilitation Act 1973 and Rehabilitation Act Amendments

Title IX of the Education Amendments of 1972

34 C.F.R. §§ 106.30, 106.44, 106.45 (2020)

The Americans with Disabilities Act of 1990

Equal Employment Opportunity Act