



## **4001: NON-DISCRIMINATION AND HARASSMENT**

**The District does not unlawfully discriminate on the basis of race, color, religion, national origin, gender, marital status, disability, age, 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).**

**Personnel violating this Policy shall be subject to disciplinary action.**

**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 (including sexual harassment) shall follow the procedures of District Rule 4001.2.**

### **Date of Adoption**

**September 20, 2010**

### **Date of Revision**

**July 9, 2018**

### **Related Policies and Rules**

**[1100.4: Notice of Non-Discrimination](#)**

**[4001.1: Non-Discrimination and Harassment](#)**

**[4001.2: Non-Discrimination and Harassment Complaint Procedure](#)**

**[4100: Recruitment, Selection, and Non-Discrimination](#)**

**[4163.3: Remedial Action Investigation/Procedure](#)**

**[5010: Non-Discrimination and Harassment](#)**

**[5010.1: Non-Discrimination and Harassment](#)**

**[5010.2: Discrimination and Harassment Complaint Procedure](#)**

**[5020: Equal Educational Opportunity](#)**

**[5020.1: Equal Educational Opportunity](#)**

**[6002: Non-Discrimination](#)**

## **Legal Reference**

**Nebraska Fair Employment Practice Act (Neb. Rev. Stat. §48-1101 et seq.)**

**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**

**The Americans with Disabilities Act of 1990**

**Equal Employment Opportunity Act**

**Nebraska Equal Opportunity in Education Act (Neb. Rev. Stat. §79-2,114 to 79-2,124)**