



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](#)

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

[5020: Equal Educational Opportunity](#)

[5020.1: Equal Educational Opportunity](#)

[6002: Non-Discrimination](#)

[4001.3: Sexual Harassment Complaint Procedure](#)

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

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

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)