



5010: 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 for and maintain a 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.

Students violating this Policy shall be subject to the District's disciplinary procedures.

The following person has been designated to handle inquiries regarding the discrimination and harassment policies: 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 students or parents regarding unlawful discrimination or unlawful harassment (excluding sexual harassment) shall follow the procedures of District Rule 5010.2. Complaints regarding sexual harassment shall follow the procedures of District Rule 5010.3.

Through its discrimination and harassment policies, the District will provide equal opportunity to participate fully in educational programs and activities.

Date of Adoption

December 20, 1993

Date of Revision

August 7, 2000

June 21, 2004

November 20, 2006

September 20, 2010

July 9, 2018

November 16, 2020

Reaffirmed

April 21, 2008

Related Policies and Rules

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

[4001: Non-Discrimination and Harassment](#)

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

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

[4001.3: Sexual Harassment Complaint Procedure](#)

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

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

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

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

[5010.3 Sexual Harassment Complaint Procedure](#)

[5020: Equal Educational Opportunity](#)

[5020.1: Equal Educational Opportunity](#)

[6002: Non-Discrimination](#)

[6640: Section 504 Compliance](#)

Legal Reference

Title VI of the Civil Rights Act of 1964

Title IX of the Education Amendments of 1972

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

Section 504 of the Rehabilitation Act of 1973

Age Discrimination Act of 1975

Nebraska Equal Opportunity in Education Act