

EQUAL OPPORTUNITY/ NONDISCRIMINATION

GENERAL STATEMENT

Franklinton High School Board policy of nondiscrimination extends to students, staff, job applicants, the general public, and individuals with whom it does business. The Board does not permit discriminatory practices and views harassment as a form of discrimination.

Franklinton High School assures:

1. All school related learning, working, extra-curricular, food service, and transportation environments will be free from all forms of discrimination and/or harassment, including bullying.
2. All students have equal educational opportunities. Any limitations with regard to participation in a school-sponsored activity are based on criteria reasonably related to that specific activity.
3. Equal opportunities exist for all employment, retention, and advancement of all personnel.

These protections are in effect regardless of race, color, national origin, ethnicity, citizenship status, immigration status or status of parents or guardians, limited English skills, religion, sex, gender identity or expression, sexual orientation, economic status, homeless status, migrant status, age, marital status, pregnancy, or disability/ handicap.

Any and all specific policies developed by the Board shall implicitly reflect these beliefs and values.

CAVEATS

1. Employees or students who engage in discrimination of another employee or student shall be subject to disciplinary action.
2. Permission, consent, or assumption of risk by an individual subjected to discrimination does not lessen the prohibition contained in this policy.
3. No one shall retaliate against an employee or student who files a grievance in good faith; assists or participates in an investigation, proceeding or hearing regarding the charge of discrimination of an individual; or because they opposed language or conduct that violates this policy.
4. Making intentionally false statements about discriminatory behavior for the purpose of getting someone in trouble is similarly prohibited and will not be tolerated.

REPORTING

Any student or employee who believes s/he has been or is the victim of discrimination should immediately report the situation to the School Leader. Students may also report concerns to a teacher or counselor who is responsible to notifying the School Leader. Complaints against the School Leader should be filed with the Board President.

All complaints about discriminatory behavior that may violate this policy shall be investigated within 30 school days. If substantiated, disciplinary action may include up to expulsion for students; up to discharge for employees; exclusion for parents, guests, volunteers, and contractors; and removal from any official position and/or a request to resign for Board members. Individuals may also be referred to law enforcement officials.

The following person has been designated to respond to inquiries regarding non-discrimination policies, including those related to Title IX compliance.

Martin Griffith, School Leader
Address: 880 S. Wayne Ave.
Columbus, Ohio 43204
Phone: 614-668-1298
E-Mail: Griffith@FranklintonHigh.org

LEGAL REFS.: Civil Rights Act, Title VI; 42 USC 2000d et seq.

Civil Rights Act (Amended 1972), Title VII; 42 USC 2000e et seq.

Individuals with Disabilities Education Act; 29 USC 623

Americans with Disabilities Act Amend. Act of 2008; 42 USC 12101 et seq.

Ohio Const. Art I, Section 2

OAC 3301-35-02

CROSS REFS.: JFCF, Anti-Discrimination, Anti-Harassment, Anti-Bullying

Teacher Handbook

School Annual Report, published yearly

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