

**NONDISCRIMINATION**

Note: AS 14.18.010 prohibits discrimination on the basis of sex against an employee or a student in public education. Under Title IX, all students in schools receiving any federal funding are protected from discrimination based on sex. Sex includes male, female, straight, gay, lesbian, bisexual, and transgender. In 2014, the United States Department of Education issued its *Questions and Answers on Title IX and Sexual violence*. This guidance provides that “Title IX’s sex discrimination prohibition extends to claims of discrimination based on gender identity or failure to conform to stereotypical notions of masculinity or femininity and OCR accepts such complaints for investigation.” *U.S. Dept. of Educ., Office for Civil Rights (Apr. 29, 2014). Questions and Answers on Title IX and Sexual Violence, accessible at <http://www2.ed.gov/about/offices/list/ocr/>*

District programs and activities shall be free from discrimination with respect to sex, race, color, religion, national origin, ethnic group, sexual orientation, gender identity, marital or parental status, and physical or mental disability. The School Board shall ensure equal opportunities for all students in admission and access to academic courses, guidance and counseling programs, athletic programs, testing procedures, vocational education and other activities.

*(cf. 0410 - Nondiscrimination)*  
*(cf. 1312.3 - Uniform Complaint Procedures)*  
*(cf. 5145.7 - Sexual Harassment)*

Separate arrangements may be made for students according to sex during sex education programs and physical education activities involving bodily contact.

School staff and volunteers must guard against sex discrimination and stereotyping in instruction, guidance and supervision.

*(cf. 6164.2- Guidance Services)*

*Legal Reference:*

ALASKA STATUTES  
 14.18.010-14.18.100 *Prohibition Against Sex and Race Discrimination*

ALASKA ADMINISTRATIVE CODE  
 4 AAC 06.500 – 4 AAC 06.600 *Prohibition of Gender or Race Discrimination*  
 4 AAC 51.270 *Equal opportunities*

UNITED STATES CODE  
*Title VI, Civil Rights Act of 1964, 42 U.S.C. §§ 2000d-2000d-7*  
*Title IX, Education Amendments of 1972, 20 U.S.C. §§ 1681-1688*  
*Vocational Rehabilitation Act of 1973, Sections 503 and 504, 29 U.S.C. § 794*  
*Individuals With Disabilities Education Act, 20 U.S.C. §§ 1401-1491*  
*Americans With Disabilities Act, 42 U.S.C. §§ 12101-12213*

**GENERAL STATEMENT**

**NOTICE OF NONDISCRIMINATION**

It is the policy of the Ketchikan Gateway Borough School District not to discriminate on the basis of race, religion, age, national origin, parenthood, marital status, changes in marital status, gender, disability, admission/access to, or treatment in its programs and activities.

This policy is in compliance with the regulations implementing Title VI of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, Section 504 of the Rehabilitation Act of 1973 and Chapter 18 of the School Laws of Alaska. Inquiries or complaints regarding compliance with these regulations may be directed to:

Director of Curriculum and Title IX Coordinator

or

Director of Special Services  
Section 504 and ADA Coordinator

Ketchikan Gateway Borough School District  
2610 Fourth Ave. (Physical Address)  
Mailing address: 333 Schoenbar  
Ketchikan, Alaska 99901  
(907) 225-2118

Department of Education  
801 West 10th Street, Suite 200  
P.O. Box 110500  
Juneau, Alaska 99811-0500

or Seattle Office, Office for Civil Rights  
U.S. Department of Education  
915 Second Avenue Room 3310  
Seattle, Washington 98174-1099

or

Office for Civil Rights  
U.S. Department of Education  
Lyndon Baines Johnson Department of Education Building  
400 Maryland Avenue, SW  
Washington, D.C. 20202-1100  
1-800-421-3481

*\*(Updated agency contacts: 1/14/2015; updated district contacts 1/27/2016)*

**KETCHIKAN GATEWAY BOROUGH SCHOOL DISTRICT**  
**Adoption Date: 10/13/99**  
**Revisions: 1/14/2015, 1/27/2016**