

## CHAPTER 3.00 - SCHOOL ADMINISTRATION

### EQUAL OPPORTUNITY

3.44

- I. No person shall, on the basis of race, color, religion, gender, age, ethnicity, marital status, disability if otherwise qualified, political or religious beliefs, national origin, social and family background, or on the basis of the use of a language other than English, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity, or in any employment conditions or practices conducted by this school system except as provided by law.
- II. The Henry County Board of Education shall comply with the Americans with Disabilities Act of 1990 (ADA), Title IX of Education Amendments of 1972, and all other federal and state laws that make it unlawful to discriminate against a qualified individual with a disability who can perform the essential functions of his/her job with reasonable accommodations.
- III. Persons alleging such discrimination shall use the grievance procedure provided elsewhere in these policies as a remedy.
- IV. The Superintendent shall develop procedures to notify Etowah County School System employees, applicants for employment, and other affected groups of the system's policies and procedures related to non-discrimination and equal opportunity practices.

#### REFERENCE(S):

**CODE OF ALABAMA**  
**16-1-30, 16-8-8, AMERICANS WITH DISABILITIES ACT OF 1990,**  
**CIVIL RIGHTS ACT OF 1964 AND AMENDMENTS,**  
**SECTION 504 OF REHABILITATION ACT OF 1973,**  
**TITLE IX (20 U.S.C. §1681, ET SEQ)**

#### HISTORY:

**ADOPTED: JANUARY 16, 1997**  
**REVISED: OCTOBER 11, 2007; JULY 18, 2013; \_\_\_\_\_**  
**FORMERLY: GA, GAAA, GAAB**