



Board of Education

Equal Educational Opportunities

The Board of Education does not discriminate on the basis of the Protected Classes of race, color, national origin, sex (including sexual orientation and transgender identity), disability, age (except as authorized by law), religion, military status, ancestry or genetic information (collectively, “Protected Classes”) in its educational programs or activities.

The Board also does not discriminate on the basis of Protected Classes in its employment policies and practices as they relate to students, and does not tolerate harassment of any kind. (Board Policy 3122, 4122)

Equal educational opportunities shall be available to all students, without regard to the Protected Classes, age (unless age is a factor necessary to the normal operation or the achievement of any legitimate objective of the program/activity), place of residence within the boundaries of the District, or social or economic background, to learn through the curriculum offered in this District. Educational programs shall be designed to meet the varying needs of all students.

The District will identify, evaluate, and provide a free appropriate public education to students with disabilities (i.e., students who have a physical or mental impairment that substantially limits one (1) or more major life activities).

The District’s Compliance Officers shall handle inquiries regarding the Board’s nondiscrimination policies and address any complaint of discrimination. The Board designates the following individuals to serve as the District’s “Compliance Officers” (also known as “Civil Rights Coordinators”): High School Principal and Ellis Elementary Principal, Belding Area Schools, 850 Hall Street, Belding, MI 48809, (616)794.4700.

The United States Department of Education, Office of Civil Rights (OCR) considers gender-based harassment to be a form of sex discrimination.

The educational program of this District shall be accessible to all students. All programs need to be designed and scheduled so the location or nature of the facility or area will not deny an otherwise-qualified student with a disability the opportunity to participate in the academic or other school program on the same basis as a nondisabled student.

Service animals for students who require this type of assistance shall be permitted access to all facilities, programs, and events of the District. (AG 8390 and Policy 8390).

The educational program includes the academic and nonacademic setting. Each qualified, disabled student shall be educated with the nondisabled student to the maximum extent appropriate. In the nonacademic setting, the

disabled student shall participate with the nondisabled students to the maximum extent appropriate to the needs of the disabled student.

Each principal shall ensure that the procedures used with students and parents for selection of and participation in any part of the District's academic, co-curricular, or extra-curricular program do not discriminate on the basis of the Protected Classes (AG 2411 - Guidance and Counseling).

All complaints shall be handled in accordance with the procedure described in Policy 2260 or Policy 2260.01. Section 504 does not establish timelines for submission of a hearing request nor does it define "impartial hearing" or require that the selection of the hearing officer be mutually agreed-upon by the District and the parents. The impartial hearing officer should be someone who is not an employee or under contract to this District in any capacity other than to provide this service as a hearing officer. The complainant is to be informed that s/he may contact the U.S. Department of Education's Office of Civil Rights at any time.

For a complete copy of Board Policy 2260 - Non-Discrimination and Access to Equal Education Opportunity and Board Policy 2260.01 - Section 504/ADA Prohibition Against Discrimination Based on Disability, please visit the district website at www.bas-k12.org or call the Administration Office at 616.794.4700.