

**EQUAL OPPORTUNITY EMPLOYMENT NONDISCRIMINATION ON THE BASIS
OF SEX IN EDUCATION PROGRAMS AND ACTIVITIES**

A. GENERAL

Title IX of the Education Amendments of 1972 declares, in part, that no person in the United States shall on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance.

This parish receives Federal financial assistance. In order to continue receiving such Federal financial assistance, this parish must comply with Title IX and the regulations promulgated through the U. S. Department of Health, Education and Welfare by the Department's Office for Civil Rights interpreting Title IX. If any program or activity of this parish fails to comply with Title IX, or the Federal administrative regulations implementing Title IX, public hearings would be held by the Federal government which could result in the termination of Federal funds to this parish.

In addition to the sanction of nonreceipt of Federal funds, however, the Board of Education is of the general view that discrimination on the basis of sex in any education program or activity of this parish is not to be permitted except where necessary to accomplish a specific purpose that does not impinge upon essential quality or fundamental fairness in the treatment of students or employees of this parish. Accordingly, employees of this parish are required by this policy to comply with the provisions of:

1. This policy as in the case of any rule or regulations adopted by the School Board of Lafayette Parish and,
2. Title IX of the Educational Amendments of 1972 and the regulations promulgated thereunder by the U. S. Department of Health, Education and Welfare, as Part 86, Title 45, U. S. Code, printed also in the U. S. Federal Register, Vol. 40, No. 108, Wednesday, June 4, 1975, as amended, as Title IX and as such regulations are applicable to this district.

B. APPLICATION TO SPECIFIC EDUCATION PROGRAMS AND ACTIVITIES

This policy's prohibition against action by employees or other persons acting in the name and on the behalf of this parish which bases any exclusion from participation in, denial of benefits from, or discrimination in, any educational program or activity because of the sex of a student or employee, applies to all education programs and activities conducted by this parish.

C. POLICY ENFORCEMENT

To ensure compliance with this policy, the Superintendent shall:

1. Designate a member of the administrative staff to
 - a. co-ordinate efforts of the parish to comply with this policy;
 - b. to develop and ensure the maintenance of a filing system to keep all records required under this policy;
 - c. to investigate any complaints of violations of this policy;
 - d. to administer the grievance procedure established in this policy.
2. Provide for the publication of this policy on an ongoing basis to students, parents, employees, prospective employees and parish employee organizations, such publication to include the name, office address and telephone number of the compliance administrator designated pursuant to this policy in paragraph C. 1., above.

D. GRIEVANCE PROCEDURE

Any student or employee of this parish who believes he or she has been discriminated against, denied a benefit, or excluded from participation, in any parish education program or activity, on the basis of sex in violation of this policy, may follow the Formal or Informal Grievance Procedure for Title IX, PL-92-318 adopted by the Lafayette Parish School Board. Copies of the Grievance Procedures may be obtained from any Lafayette Parish public school principal or Title IX Coordinator or Director of Human Resources.

E. EXEMPTIONS

This policy does not apply to the following organizations:

1. YMCA, YWCA, Boy Scouts, Girl Scouts and Camp Fire Girls
2. Voluntary youth service organizations which are exempt from taxation under Section 501 (a) of the U. S. Internal Revenue Code of 1954 and the membership of which has been traditionally limited to members of one sex and principally to persons of less than nineteen years of age.

Adopted: 11/19/75

Revised: 10/21/98