

Community RelationsAnti-DiscriminationElimination of Discrimination

The policy of Scottsbluff Public Schools is to not discriminate on the basis of sex, disability, race (including skin color, hair texture, and protective hairstyles), color, religion, veteran status, national or ethnic origin, age, marital status, pregnancy, childbirth or related medical condition, sexual orientation or gender identity, or other protected status, in admission or access to, or treatment with regard to employment or with regard to its programs and activities.

Scottsbluff Public Schools and its staff shall comply with all state and federal laws prohibiting discrimination. The Board of Scottsbluff Public Schools intends to take any necessary measures to assure compliance with such laws against any prohibited form of discrimination and directs its staff to take all actions necessary to meet this objective.

The following person shall be the Coordinator for anti-discrimination laws (including Title VI, Title IX, the Americans with Disabilities Act of 1990 (ADA), and Section 504 of the Rehabilitation Act of 1973) and complaints or concerns involving discrimination or compliance with those laws should be addressed to said Coordinator.

Students:

Dr. Wendy Kemling, Executive Director of Student Services  
2617 College Park, Scottsbluff, NE 69361  
(308) 635-6200  
wkemling@sbps.net

Employees and Others:

Jana Mason, Executive Director of Human Resources  
2617 College Park, Scottsbluff, NE 69361  
(308) 635-6200  
jmason@sbps.net

Preventing Harassment and Discrimination of Employees and StudentsPurpose

Scottsbluff Public Schools is committed to offering employment and educational opportunity to its employees and students based on ability and performance in a climate free of discrimination. Accordingly, unlawful discrimination or harassment of any kind by administrators, teachers, co-workers or other persons is prohibited. In addition, Scottsbluff Public Schools will try to protect employees or students from reported discrimination or harassment by non-employees or others in the workplace and educational environment.

For purposes of this policy, discrimination or harassment based on a person's sex, disability, race (including skin color, hair texture, and protective hairstyles), color, religion, military or veteran status, national or ethnic origin, age, marital status, pregnancy, childbirth or related medical condition, sexual orientation or gender identity, or other protected status, is prohibited. The

following are general definitions of what might constitute prohibited harassment:

1. In general, ethnic or racial slurs or other verbal or physical conduct relating to a person's sex, disability, race (including skin color, hair texture, and protective hairstyles), color, religion, military or veteran status, national or ethnic origin, age, marital status, pregnancy, childbirth or related medical condition, sexual orientation or gender identity, or other protected status, constitutes harassment when they unreasonably interfere with the person's work performance or create an intimidating work, instructional, or educational environment.
2. Age harassment has been defined by federal regulations as a form of age discrimination. It can consist of demeaning jokes, insults, or intimidation based on a person's age.
3. Sexual harassment has been defined by federal and state regulations as a form of sex discrimination. It can consist of unwelcome sexual advances, requests for sexual favors, or physical or verbal conduct of a sexual nature by supervisors or others in the workplace, classroom, or educational environment. Sexual harassment may exist when:
  - a. Supervisors or managers make a submission to such conduct either an explicit or implicit term and condition of employment (including hiring, compensation, promotion, or retention);
  - b. Submission to or rejection of such conduct is used by supervisors or managers as a basis for employment related decisions such as promotion, performance evaluation, pay adjustment, discipline, work assignment, etc.; or,
  - c. The conduct has the purpose or effect of unreasonably interfering with an individual's work or educational performance or creating an intimidating, hostile, or offensive working, classroom, or educational environment.

Sexual harassment may include explicit sexual propositions, sexual innuendo, suggestive comments, sexually-oriented "kidding" or "teasing", "practical jokes", jokes about gender-specific traits, foul or obscene language or gestures, displays of foul or obscene printed or visual material, and physical contact, such as patting, pinching, or brushing against another's body.

#### Procedures

1. Employees or students should initially report all instances of discrimination or harassment to their immediate supervisor or teacher. However, if the employee or student is uncomfortable in presenting the problem to the supervisor or teacher, or if the supervisor or teacher is the problem, the employee or student is encouraged to go to the next level of supervision.
2. If the party is not satisfied with the findings or remedies (or both) set forth in the decision, he or she may file an appeal in writing with the Superintendent within five working days after receiving the decision.
3. The designated coordinator will thoroughly investigate the complaint and work with the person filing the complaint to seek an appropriate resolution so the discrimination or harassment can be remedied and put to an end.

4. Complaints of discrimination or harassment will be treated with the utmost confidence, consistent with the resolution of the problem.
5. Based on the results of the investigation, appropriate corrective action, up to and including discharge of offending employees, etc., may be taken. The District will not disclose information about disciplinary actions or remedies imposed on another student, except as required by law or when such information directly impacts the receiving party.
6. The District prohibits retaliation, intimidation, threats, coercion, or discrimination against any person for opposing discrimination, including harassment, or for participating in the District's discrimination complaint process or making a complaint, testifying, assisting, or participating in any manner, in an investigation, proceeding, or hearing.

Legal Reference: [20 U.S.C. § 1681](#)  
[29 U.S.C. §§ 621 et seq.](#)  
[29 U.S.C. §§ 794](#)  
[38 U.S.C. §§ 4301 et seq.](#)  
[42 U.S.C. §§ 2000d et seq.](#)  
[42 U.S.C. §§ 2000e et seq.](#)  
[42 U.S.C. §§ 12101 et seq.](#)  
[Neb. Rev. Stat. §§ 48-1001 et seq.](#)  
[Neb. Rev. Stat. §§ 48-1101 et seq.](#)  
[Neb. Rev. Stat. §§ 79-2,115 et seq.](#)

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