



Book	Policy Manual
Section	2000 Program
Title	NON-DISCRIMINATION, ANTI-HARASSMENT, AND NON-RETALIATION (including Title IX and Elliott-Larsen Civil Rights Act)
Code	po2266
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**2266 - NON-DISCRIMINATION, ANTI-HARASSMENT, AND NON-RETALIATION
(including Title IX and Elliott-Larsen Civil Rights Act)**

The District does not discriminate on the basis of race, color, national origin, ethnicity, religion, sex (including gender identity or expression, sexual orientation, pregnancy, childbirth, or a related condition), age, height, weight, familial status, marital status, military service, veteran status, genetic information, disability, or any other legally protected basis in admission, access to District programs and activities, or employment. Unlawful discrimination, including unlawful harassment and retaliation, in District programs, services, and activities is prohibited.

This Policy series supersedes any other non-discrimination, anti-harassment, and non-retaliation policy. To the extent another policy grants different rights regarding the topics covered in this Policy series, this Policy series controls.

The Board directs the Superintendent or designee to designate one (1) or more employees to serve as the District's applicable Coordinator(s), as described in Policy 2266B

- A. Definitions: For definitions related to the District's non-discrimination, anti-harassment, and non-retaliation policy, including examples of prohibited conduct, see Policy 2266A – Definitions.
- B. Designation of Coordinators: To find the appropriate coordinator/compliance officer, see Policy 2266B – Designation of Coordinators.
- C. Supportive Measures: For more information about supportive measures, see Policy 2266C – Supportive Measures.
- D. Informal Resolution: For more information about informal resolution, see Policy 2266D – Informal Resolution.

- E. Grievance Procedure and Remedies: For more information about the grievance procedure for investigating unlawful discrimination, harassment, and retaliation complaints, and for possible remedies, see Policy 2266E – Grievance Procedure and Remedies.
- F. Complaint Dismissal and Appeals: For more information about dismissing a complaint, appealing a complaint dismissal, or appealing a determination of responsibility, see Policy 2266F – Complaint Dismissal and Appeals.
- G. Pregnancy Discrimination: For more information about preventing and responding to pregnancy discrimination, see Policy 2266G – Additional Requirements to Prevent and Address Pregnancy Discrimination.
- H. Training, Recordkeeping, and Notice: For more information about training requirements, recordkeeping protocols, and notice of the District’s non-discrimination policy, see Policy 2266H – Training Requirements, Recordkeeping, and Policy Notice.

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Legal 20 USC 1400 et seq., 1681 et seq.; 29 USC 206 et seq., 621 et seq., 701 et seq., 794, 2601 et seq., 6101 et seq.; 38 USC 4301 et seq.; 42 USC 1983, 2000d et seq., 2000e et seq., 2000ff et seq., 6101 et seq., 12101 et seq.; 29 CFR 1604.1 et seq., 1635; 34 CFR 106.1, et seq.; MCL 37.1101 et seq., 37.2101 et seq.