

## Summary of Proposed Amendments to Board Policies Addressing Equal Opportunity, Discrimination, and Harassment

Proposed amendments include both model language recommended from KSBA (highlighted in yellow) and JCPS language, which includes existing language and changes recommended by staff based on committee input.

Each policy incorporates the following set characteristics of individuals for protection from discrimination and harassment, and for access to equal opportunities: "...**race, color, creed, national origin, age, religion**, marital or parental status, political **affiliations or** beliefs, **sex**, sexual orientation, **gender identity, gender expression**, veteran status, **genetic information or disability...**"

Proposed Policy	Current Policy
09.42811 Students -Harassment/Discrimination	JBA Students - Harassment/Discrimination
03.162* Certified Personnel - Harassment/Discrimination	GBAA Personnel - Harassment/Discrimination
03.262* Classified Personnel - Harassment/Discrimination	GBAA Personnel - Harassment/Discrimination
09.13 Students – Equal Educational Opportunities	JB Students – Equal Educational Opportunities
03.113* Certified Personnel – Equal Employment Opportunities	GBA Personnel – Equal Opportunity/Affirmative Action Employment
03.212* Classified Personnel – Equal Employment Opportunities	GBA Personnel – Equal Opportunity/Affirmative Action Employment
01.1 – Power & Duties of the Board of Education Legal Status of the Board	AA – Foundations & Basic Commitments School District Legal Status

\*KSBA recommended policy structure creates separate policies for certified personnel and classified personnel. Current JCPS policies address certified and classified personnel issues under a single set of policies.