

<p>Harassment, Intimidation or Bullying & Prohibiting Cyberbullying Each district shall adopt a policy prohibiting harassment, intimidation or bullying and prohibiting cyberbullying. Districts are encouraged to develop the policy after consultation with parents and guardians, school employees, volunteers, students, administrators, and community representatives. <u>Title VI (34 CFR 100.3); Federal Register / Vol. 59, No. 47 / March 10, 1994</u> <u>Title IX (34 CFR 106.31); Federal Register/Vol. 62, No.49/ (Mar. 13, 1997)</u> <u>Section 504 (34 CFR Part 104)</u> <u>Title II (28 CFR Part 35)</u></p>	<p>The district has adopted a dissemination plan for its harassment, intimidation, bullying and cyberbullying policy.</p> <p>The grievance policies and procedures of the district include provisions for harassment, intimidation, bullying and cyberbullying</p>	<ul style="list-style-type: none"> • Complaint form • Data on complaints • Staff handbook • Parent/Student handbooks • Dissemination plan • Website 	<input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/>	
<p>2. ADMISSIONS Student Eligibility The district may not develop, impose, maintain, approve or implement student admission eligibility criteria that discriminates on the basis of race, color, national origin, sex or disability <u>Guidelines IV-A</u></p> <p>Admission Issues</p>	<p>Student eligibility criteria for admission to career and technical education programs do not discriminate on the basis of race, color, national origin, sex, or disability.</p>	<ul style="list-style-type: none"> • Eligibility and admissions criteria for CTE programs • CTE student application 	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	

<p>3. RECRUITMENT Non-exclusive Recruitment School districts must conduct their recruitment activities so as not to exclude or limit opportunities on the basis of race, color, national origin, sex, or disability. <u>Title IX ([34 CFR 106.23(a)(b)] Guidelines V-C</u></p> <p>Recruitment Materials Recruitment materials' description of career preparation programs opportunities should not be limited on the basis of race, color, national origin, sex, or disability. <u>Guidelines V-C</u></p> <p>Recruiting Teams To the extent possible, recruiting teams should include persons of different races, national origins, sexes, and disabilities. <u>Guidelines V-C</u></p>	<p>All potential students have access to information. Efforts are made to reach underrepresented groups.</p> <p>Descriptions of career opportunities are bias-free and free from stereotyping.</p> <p><i>Where possible</i>, persons of differing races, genders, and disability are used for recruiting purposes</p>	<ul style="list-style-type: none"> • Recruitment plans • List of recruitment activities and sites • Description of recruitment activities • Recruitment calendar • Recruitment brochures and marketing materials (English and non-English versions) • Course Catalog • Program of Study • Website • Staff demographics by program • Recruitment team demographics by program 	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	
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<p>from particular technical and scoping requirements permitted where substantially equivalent or greater access to and usability of the building is provided. <u>Section 504 (34 CFR 104.23)</u> <u>Title II (28 CFR 35.151)</u></p> <p>--New construction under ADA Title II and 504—Built after January 26, 1992 and before September 15, 2010; exercising the option to follow ADA (ADA Standards for Accessible Design)</p> <p>Each facility or part of a facility constructed by, on behalf of, or for the use of a recipient or public entity is designed and constructed in such manner that the facility or part of the facility is readily accessible to and usable by persons with disabilities.</p> <p>Conformance with the 1991 ADA Standards for Accessible Design (Appendix A to 28 CFR Part 36). Departures from particular technical and scoping requirements permitted when it is clearly evident that equivalent access to the facility or part of the facility is thereby provided. Subrecipients may also exercise the option to follow UFAS). <u>Title II [28 CFR 35.151 (a) (b)</u></p>	<p><i>1991 ADA Standards for Accessible Design (1991 ADA Standards)</i> as applicable</p>	<ul style="list-style-type: none"> • Observations and measurement • Blueprints and plans • Renovation schedules • Maintenance records • Work orders or contracts indicating construction start dates 	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	
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<p>constructed by, on behalf of, or for the use of a recipient or public entity is designed and constructed in such manner that the facility or part of the facility is readily accessible to and usable by persons with disabilities. Conformance with the 2010 ADA Standards. <u>Title II [28 CFR 35.151 (c)(3)]</u></p>		<ul style="list-style-type: none"> • Renovation schedules • Maintenance records • Work orders or contracts indicating construction start dates 	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	
<p>7. COMPARABLE FACILITIES - no documents involved Separate Facilities If separate programs or facilities exist for students with disabilities, they are comparable to those for students without disabilities. <u>Section 504 [34 CFR 104.34(c)]</u> <u>Guidelines VI-A</u></p> <p>Changing Rooms>Showers Comparable Changing rooms, showers, and other facilities for students of one sex are comparable to those provided to students of the other sex.</p> <p>Changing rooms, showers, and other facilities for students with disabilities are comparable to those provided to students without disabilities. <u>Title IX (34 CFR 106.33)</u> <u>Section 504[34 CFR</u></p>	<p>Facilities are comparable. Programs are comparable. Services are comparable.</p> <p>Locker rooms have approximately the same space and amenities for both males and females</p> <p>If there is a disparity, the institution provides a legitimate, nondiscriminatory rationale.</p> <p>Changing rooms, shower, bathrooms, and other facilities near the professional technical areas are comparable for both men and women.</p> <p>Persons with disabilities have convenient access to changing</p>	<ul style="list-style-type: none"> • Review of facilities • Comparison of programs and services offered to both students with disabilities and students without disabilities • Visual examination of the facilities 	<p>n/a</p> <p>n/a</p> <p>n/a</p>	<p>n/a</p> <p>n/a</p> <p>n/a</p>	

<p>104.4(b)(ii) Guidelines VI-D</p>	<p>facilities and shower facilities.</p>				
<p>8. CAREER RELATED LEARNING EXPERIENCES</p> <p>Opportunities Available to All Opportunities in career related learning experiences are available to all students regardless of race, color, national origin, sex or disability <u>Title VI [34 CFR 100.3(b)]</u> <u>Title IX [34 CFR 106.31(d)]</u> <u>Section 504 [34 CFR 104.4(b)]</u> <u>Guidelines VII-A</u></p> <p>Assurance of Employer Nondiscrimination A district that assists employers and prospective employers in making career related learning opportunities and job placements available to any of its students must ensure that the employer does not discriminate on the basis of race, color, national origin, sex, or disability in recruitment, hiring, placement, assignment to work tasks, hours of employment, levels of responsibility, and pay. <u>Title VI [34 CFR 100.3(b)]</u></p>	<p>Students in career related learning experiences are representative of the demographics of the school or program.</p> <p>If there is a disparity, the institution provides a legitimate, nondiscriminatory rationale.</p> <p>If there are written workplace agreements, they contain an assurance of nondiscrimination that is signed by both the employer and the school.</p> <p>The district does not honor any employer's requests nor make referrals for the placement, career related learning experience or internship to any employer who indicates a preference for applicants based on race, color, national origin, gender or disability.</p>	<ul style="list-style-type: none"> • Enrollment data in career related learning experiences, internships, and job placement programs. • Placement policies and criteria for placement • Student employment notices • Workplace assignments, hours of work, and job assignments • Training agreements with employers that include statements of nondiscrimination and employer assurances • Career related learning experience placement policies and criteria for placement • Student employment notices 	<p><input type="checkbox"/></p> <p><input type="checkbox"/></p> <p><input type="checkbox"/></p> <p><input type="checkbox"/></p> <p><input type="checkbox"/></p> <p><input type="checkbox"/></p> <p><input type="checkbox"/></p>	<p><input type="checkbox"/></p> <p><input type="checkbox"/></p> <p><input type="checkbox"/></p> <p><input type="checkbox"/></p> <p><input type="checkbox"/></p> <p><input type="checkbox"/></p> <p><input type="checkbox"/></p>	

<p>ensure that counseling services and materials are not responsible. Districts must take steps to ensure that any disproportionate enrollment does not result from unlawful discrimination in counseling activities. <u>Title IX (34 CFR 106.36)</u> <u>Guidelines V-B</u></p>	<p>When disproportionate enrollment occurs, the district assesses counseling materials and activities and makes appropriate revisions or can articulate a legitimate, nondiscriminatory rationale.</p>	<ul style="list-style-type: none"> • Enrollment data • Examples of revised counseling materials or activities in response to disproportionate enrollment 	<input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/>	
<p>10. EMPLOYMENT Pre-employment and Employment Practices Districts shall not engage in any employment practice that discriminates against any employee or applicant for employment on the basis of sex or disability. Districts may not engage in any employment practice that discriminates on the basis of race, color, or national origin if such discrimination tends to result in segregation, exclusion, or other discrimination against students.</p> <p>Districts may not make pre-employment inquiries concerning disability, marital, or parental status. <u>Title IX (34 CFR 106.60)</u> <u>Section 504 (34 CFR 104.14)</u> <u>Title VI [34 CFR 100.3(c)]</u> <u>Guidelines VIII-A</u></p> <p>Notice to Faculty of Nondiscrimination</p>	<p>The district's employment practices are conducted without regard to race, color, national origin, sex, or disability of applicants or employees.</p> <p>Application forms and materials are free from prohibited questions concerning disability or marital or parental status.</p> <p>The district notifies its sources of</p>	<ul style="list-style-type: none"> -hiring policies and procedures -advancement policies and procedures -Employee Handbooks -application materials and forms -screening committee and procedures Rating systems Employment announcements Recruitment policies <ul style="list-style-type: none"> • Application form • employment 	<input type="checkbox"/>	<input type="checkbox"/>	

<p>Equal Employment Opportunities for Applicants with Disabilities</p> <p>Districts must provide equal employment opportunities for teaching and administrative positions to disabled applicants who can perform the essential functions of the positions and make reasonable accommodations for the physical or mental limitations of disabled (otherwise qualified) applicants unless it can be demonstrated that such accommodations would impose undue hardship.</p> <p><u>Section 504 (34 CFR 104.12 Guidelines VIII-E</u></p>	<p>The district's employment policies do not unlawfully discriminate against persons with disabilities.</p> <p>Persons with disabilities are employed in teaching and administrative positions and are not treated differently in promotion and tenure decisions.</p>	<ul style="list-style-type: none"> • Number of staff with disabilities • Copies/description of policies, procedures, and criteria considered for hiring, promotion, retention and tenure including professional and non-professional applications. 	<input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/>	
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RHODE ISLAND DEPARTMENT OF EDUCATION

Civil Rights Compliance Review Guide

2014-2015

Statement of Confidentiality and Conflict of Interest

Date: _____

I certify that I do not have a conflict of interest in reviewing the evidence for this school as part of the OCR compliance review and that I have fully disclosed any and all connections to the school being reviewed. I agree that all information reviewed through both the documents provided by the school and interviews conducted at the school will be held in strict confidence and will not be shared with anyone outside of the review team.

Print Name

Signature