



**Provo City School District**  
**Policy Series 3000: Students**

**Policy No. 3214**

**NON-DISCRIMINATION AND SEXUAL HARASSMENT**

Provo City School District does not knowingly discriminate on the basis of race; color; religion; age; national origin; sexual orientation, gender expression or identity; disability, or any other classification protected by law, in admission or access to, treatment or employment in, or participation in its programs and activities, and provides equal access to the Boy Scouts of America and other designated youth groups, pursuant to federal law and state laws including but not limited to, Title VI and VII of the Civil Rights Act, Title IX of the Education Amendment of 1972, Section 504 of the Rehabilitation Act of 1973, Title II of the Americans with Disabilities Act of 1990, and the individuals with Disabilities Education Improvement Act.

Inquiries or complaints regarding this non-discrimination and sexual harassment policy may be directed to a student or employees, principal or supervisor and/or the designated District Compliance Officers. Grievance procedures have been established for students, parents and employees who believe discrimination has been shown by the Provo City School District. District Compliance Officers are:

**For student matters:**

Doug Finch  
Director of Student Services  
Provo City School District 280  
West 940 North Provo, Utah  
84604 (801) 374-4631

**For employee matters:**

Jason Cox  
Executive Director of Human Resources  
Provo City School District  
280 West 940 North  
Provo, Utah 84604  
(801) 374- 4822

Nothing in policy or procedure prohibits a person from filing a discrimination or harassment complaint with the Regional Office for Civil Rights: Department of Education, Region VIII, Federal Office Building, 1244 Speer Blvd., Suite 300, Denver, CO 80204.

The superintendent is directed to create a procedure that clearly documents the grievance procedures for this policy, a reporting form that may be used to document complaints of discrimination or sexual harassment, a summary of this policy and procedure that shall be posted in prominent places in each district facility and a "short version" of this policy that may be used on district mailings, newsletters, and other publications.

Approved by Board of Education: August 11, 2015