

**KODIAK ISLAND BOROUGH SCHOOL DISTRICT**  
**Community Relations**  
**PUBLIC COMPLAINTS CONCERNING DISCRIMINATION**

BP 1312.3  
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The School Board recognizes that the District has primary responsibility for ensuring that it complies with state and federal laws and regulations governing educational programs. The Superintendent or designee shall establish procedures to investigate and seek to resolve complaints alleging unlawful discrimination related to educational programs and activities.

The Board acknowledges and respects student and employee rights to privacy. Complaints shall be investigated in a manner that protects these rights.

*(cf. 1340 – Access to District Records)*

*(cf. 4112.6 – Personnel Records)*

*(cf. 5125 – Student Records)*

The Board prohibits retaliation in any form for the filing of a complaint, the reporting of instances of discrimination, or for participation in complaint procedures.

*(cf. 0410 – Nondiscrimination in District Programs and Activities)*

*(cf. 5141.4 – Child Abuse and Neglect)*

*Legal Reference:*

ALASKA STATUTES

*14.18.010 Discrimination Based on Sex and Race Prohibited*

*14.18.020 Discrimination in Employment Prohibited*

*14.18.090 Enforcement by Board of Education and Early Development*

*14.18.100 Remedies (Sex or Race Discrimination)*

ALASKA ADMINISTRATIVE CODE

*4 AAC 06.510 Discrimination in Hiring Practices.*

*4 AAC 06.560 – 06.580 Violations; Prohibition Against Sex Discrimination*

*4 AAC 52.500 – 52.629 Procedural Safeguards; Education for Exceptional Children*

TITLE VI, CIVIL RIGHTS ACT OF 1964

TITLE VII, CIVIL RIGHTS ACT OF 1964

TITLE IX, EDUCATION AMENDMENTS OF 1972

SECTION 504, REHABILITATION ACT OF 1973

34 CODE OF FEDERAL REGULATIONS 200.74 and Part 300

GENERAL EDUCATION PROVISIONS ACT, 20 U.S.C. 1221 et seq., especially:

FAMILY EDUCATIONAL RIGHTS AND PRIVACY RIGHTS ACT, 20 U.S.C. 1232g

CIVIL RIGHTS RESTORATION ACT 20 U.S.C. 1683 et seq.

VOCATIONAL REHABILITATION ACT OF 1973, SECTIONS 503 AND 504 29 U.S.C. 791 et seq.

AGE DISCRIMINATION IN EMPLOYMENT ACT 29 U.S.C. 621 et seq.

VIETNAM ERA VETERANS ACT 38 U.S.C. 2011 et seq.

AMERICANS WITH DISABILITIES ACT 42 U.S.C. 12101 et seq.

**Adopted: 2/22/10**

**Revised:**