



## **Coit and GRPS Inclusion and Equity Policy**

### **Mission:**

To ensure that ALL GRPS students are educated, productive and self-directed members of society by ensuring access to an equitable education experience that celebrates and capitalizes on the diversity of our students, staff and community.

### **We ENVISION GRPS as:**

- A model school district where equity and inclusion are infused in every aspect of our district landscape for all students and staff;
- An organization where biases are recognized and challenged to create a supportive and inclusive environment so barriers to success are removed; and
- A community in which our diversity is understood, valued, and respected by all.

### **Equal Education Opportunity Policy:**

Every child, regardless of race, sex, sexual orientation, gender, gender identity and expression, height, weight, color, religion, national origin, age, marital status, pregnancy, disability, or veteran status is entitled to equal opportunity for educational development. No student will be excluded from participating in, denied the benefits of, or subjected to discrimination under any educational program or activity conducted by the District. The Board shall treat its students without discrimination as this pertains to course offerings, athletics, counseling, employment assistance, and extracurricular activities.

### **Anti-Discriminatory Policy:**

The District will not discriminate against any person based on race, sex, sexual orientation, gender, gender identity, and expression, height, weight, color, religion, national origin, age, marital status, pregnancy, disability or veteran status. The Board reaffirms its long-standing policy of compliance with all applicable federal and state laws and regulations prohibiting discrimination including, but not limited to, Titles VI and VII of the Civil Rights Act of 1964, 42 U.S.C. §§ 2000d. et seq.; and 42 U.S.C. §§ 2000e, et seq.; Title IX of the Educational Amendments of 1972, 20 U.S.C. §§ 1681, et seq.; Section 504 of the Rehabilitation Act of 1973, 29 U.S.C. § 794; The Americans With Disabilities Act of 1990, 42 U.S.C. §§ 1210, et seq.; the Persons with Disabilities Civil Rights Act, MCL §§ 37.1101, et seq.; and the Elliott-Larsen Civil Rights Act, MCL §§ 37.2101, et seq. Appropriate procedures will be annually reviewed and distributed for this policy