

**SERIES 100
BOARD OF EDUCATION**

112.1

ANTI-RETALIATION POLICY

The Marshall Public Schools strictly prohibits retaliation against any individual by an employee or student because that individual has opposed any act or practice made unlawful under federal and state laws prohibiting discrimination on the basis of sex (which includes gender identity, gender expression, transgender status, and gender non-conforming behaviors), race, color, national origin, or qualifying disability, or because that individual made a charge, testified, assisted, or participated in any manner in an investigation, proceeding, or hearing under these laws. Further, employees and students are prohibited from coercing, intimidating, threatening, discriminating or interfering with any individual in the exercise or enjoyment of, or on account of his or her having exercised or enjoyed, or on account of his or her having aided or encouraged any other individual in the exercise or enjoyment of, any right granted or protected by federal and state anti-discrimination laws.

Anyone who violates this policy may be subject to disciplinary action, including the suspension or expulsion of students and suspension or termination of employees.

Legal References: Title VI of the Civil Rights Act of 1964 (20 U.S.C. § 1681)
 Title IX of the Education Amendments of 1972 (42 U.S.C. 2000d)
 Section 504 of the Rehabilitation Act of 1973 (34 C.F.R. § 104.61)
 Americans with Disabilities Act (42 U.S.C. § 12132, 28 C.F.R. § 35.134)

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