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| Book | Policy Manual |
| Section | Vol. 44, No. 1 - Nondiscrimination - August 2025 |
| Title | Vol. 44, No. 1 - Nondiscrimination - August 2025 OVERVIEW |
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OHIO LOCAL UPDATE OVERVIEW AND COMMENTS

VOLUME 44, NUMBER 1 - NONDISCRIMINATION REVISIONS AUGUST 2025

This Nondiscrimination Revisions Update is being released simultaneously with the Volume 44, Number 1 update package. Largely at client request and in an attempt to streamline the complex collection of Nondiscrimination, Anti-Harassment, and related issues, several of the policies have been consolidated in order to provide a comprehensive approach to related employment issues. The definitions included are consistent with related policies (e.g., Title IX - Policy 2266), and the grievance process is designed to be consistent throughout the investigation, decision-making, and appeal stages. Adoption of Policy 1422/3122/4122 allows for the deletion/rescission of six (6) policies - Policy 1422.02/3122.02/4122.02 and Policy 1662/3362/4362. Similarly, the approval of AG 1422/3122/4122 allows for the deletion/rescission of three (3) Administrative Guidelines - AG 1622/3362/4362.

Also included in this update are the technical corrections to five (5) policies, correcting the address and contact information for the U.S. Department of Education, Office for Civil Rights, formerly referencing the Cleveland Office (now closed) to the Washington, D.C. office.

The Special Update includes fourteen (14) policies (three (3) replacement policies for adoption, six (6) policies for deletion/rescission, and five (5) policies with technical corrections), six (6) administrative guidelines (three (3) replacement AGs and three (3) AGs for deletion/rescission), and three (3) forms for use as official Notice and Statement of Nondiscrimination. These include:

BYLAWS AND POLICIES

Policy 1422/3122/4122 - Nondiscrimination, Equal Employment Opportunity, and Anti-Harassment (Replacement)

Policy 1422.02/3122.02/4122.02 - Nondiscrimination Based on Genetic Information of the Employee (DELETE/RESCIND)

Policy 1662/3362/4362 - Anti-Harassment (DELETE/RESCIND)

Policy 2260 - Nondiscrimination and Access to Equal Educational Opportunity (Technical Correction)

Policy 2260.01 - Section 504/ADA Prohibition Against Discrimination Based on Disability (Technical Correction)

Policy 1623/3123/4123 - Section 504/ADA Prohibition Against Disability Discrimination in Employment (Technical Correction)

ADMINISTRATIVE GUIDELINES

AG 1422/3122/4122 Nondiscrimination, Equal Employment Opportunity, and Anti-Harassment (Replacement)

AG 1662/3362/4362 - Anti-Harassment (DELETE/RESCIND)

FORMS

Form 1422F1/3122F1/4122F1 (Replacement)

These documents may be downloaded from the Local Policy Update and Local AG Update menus in your BoardDocs console. If you have questions about any of these Nondiscrimination materials, contact your Neola Associate.

All production-related materials and questions should be directed to the Coshocton Office at 632 Main Street, Coshocton, Ohio 43812 (phone: 800-407-5815, email: production@neola.com). Billing questions should be directed to the Stow Office at 3914 Clock Pointe Trail, Suite 103, Stow, Ohio 44224 (phone: 330-926-0514, fax: 330-926-0525, email: accounts@neola.com).

Please do not retype Neola materials before returning them for processing. We prefer to have the original materials returned after you have marked them, indicating which changes and additions you choose to have/not have for your District. If a District decides not to adopt a policy or an administrative guideline, the District is still obligated to follow applicable Federal and State laws relating to that section.

The proposed new, revised, and replacement policies, administrative guidelines, and forms included in this update have been thoughtfully prepared and reviewed by Neola's legal counsel for statutory compliance. If you make changes or substitute in its entirety policies or other materials of your own drafting, those materials should be reviewed by your legal counsel to verify compliance. Neola does not review District-specific edits to update materials or District-specific policies for statutory compliance.

Policies that are to be deleted from the policy manual require Board action to rescind the policy.