

## **School District Organization**

### **Diversity and Equity**

Peoria Public Schools welcomes and respects the diversity of its students, staff, and the broader community.

Peoria Public Schools is committed to honoring its diversity, and will strive to ensure that any type of discrimination or harassment based on economic class, race, religion, age, national origin, ancestry, gender, color, marital status, sexual orientation, and/or disability not be tolerated in our school district.

The Board of Education and the Superintendent shall establish plans, and initiatives as may be necessary and appropriate to accomplish its purpose and intent in accordance with this policy.

### **Purpose**

Learning and work environments are improved by the presence, contributions, and perspectives of diverse participants. The goals of the District Diversity and Equity Policy of Peoria Public Schools are to:

- Establish a framework for the elimination of diversity bias, which is based upon economic class, race, religion, age, national origin, ancestry, color, gender, marital status, sexual orientation, and/or disability.
- Foster equitable outcomes for all students and result in the identification and provision of educational services that are responsive to issues of race, culture, gender and social and economic status.
- Promote learning and work environments that are welcoming and respectful of diversity.
- Prepare students to live, work, and make significant contributions in a global multicultural society.

### **Definitions**

The term diversity as used in this policy includes, but is not limited to economic class, race, religion, age, national origin, ancestry, color, gender, marital status, sexual orientation, and/or disability.

The term staff, as used in this policy, includes all employees, consultants, and contractors of Peoria Public Schools District 150.

CROSS REF: 5:10 (EQUAL Employment Opportunity and Minority Recruitment), 5:20 (Sexual Harassment), 8:70 (Accommodating Individuals with Disabilities)

ADOPTED: July 18, 2005