

SS-16 Student Nondiscrimination Policy

I. Policy

- A. "Education is one of the most important ways the Church fulfills its commitment to the dignity of the human person and the building of community. All students are valued for their own worth. The Gospel spirit is one of peace. Love, patience, and respect for others." To Teach as Jesus Did
- B. Therefore, there will be no discrimination against any student based on race, color, gender, or national or ethnic origin. Such discrimination violates the basic teachings of the Catholic Church and the law of this nation.

"A school administered under the authority of the Catholic Diocese of Youngstown complies with those constitutional and statutory provisions, as may be specifically applicable to Catholic schools, which prohibit discrimination on the basis of race, color, sex, age, marital status, handicap or disability, national origin, or citizenship in the administration of the educational, personnel, admissions, financial aid, athletic, and other school-administered programs. Notwithstanding the foregoing, the Diocese of Youngstown, each parish, and each Catholic school expressly reserves any and all rights and protections afforded to them by the United States Constitution, the Constitution of the state of Ohio, and applicable law, including but not limited to, the free exercise of religion.

All schools of the Diocese admit students of any race, color, national and ethnic origin to all rights, privileges, programs, and activities generally accorded or made available to students at the school. Schools of the Diocese do not discriminate on the basis of race, color, national or ethnic origin in the administration of educational policies, admissions policies, scholarship and loan programs, and athletic and other school-administered programs.

This policy does not conflict with the priority given to Catholics for admission as students. This policy also does not preclude the ability of the school to undertake and/or enforce appropriate actions with respect to students who advocate on school property or at school functions any practices or doctrines that are inconsistent with the religious tenets of the Catholic faith.

Students who desire an educational experience founded on the Catholic philosophy of education and who fulfill the age, health, academic, and behavioral requirements are eligible for admission to the school. Non-Catholics will be considered for admission if space and financial considerations permit. Due to school financial limitations, the educational program may not fit the needs of all children. A child with special needs will be admitted when, with minor adjustments, a program can be provided. It is assumed that any family seeking admission to a school administered by the Diocese of Youngstown shares the philosophy of the school and agrees to support that philosophy and vision as well as all policies. "

II. Procedures/Guidelines

- A. In order to qualify for federal funds and maintain its tax-exempt status, every institution must publish its non-discriminatory policy annually.
- B. The Superintendent of Schools will fulfill this obligation for all schools of the Diocese through the *Catholic Echo*, the website for the Office of Catholic Schools, and other publications of general circulation if required by law.
- C. Each school should publish the Student Nondiscrimination Policy in the Family Handbook, brochures, admission catalogs, written advertising used to inform prospective students of the school's programs, and the school website. It can be combined with the Student Admission Policy.
- D. In some instances where reference must be made to the policy of nondiscrimination, a shortened statement may be used: "_____ School admits students of any race, color, gender, and national or ethnic origin."
- E. **Procedure to follow when there is a concern about discrimination**
 1. If a parent or student has a concern, every effort should be made to resolve it at the local level.
 2. To initiate the grievance procedure, a complaint must be in writing, signed by the student and parent(s), and filed with the principal within thirty (30) days after the alleged discriminatory act, which is the basis of the complaint.
 3. The elementary principal should inform the Pastor and/or President of the situation. The secondary principal should inform the President and the administrative team. The Superintendent should be informed in either case.
 4. When a complaint is properly filed, all appropriate parties will attempt to resolve the complaint within 10 days.
 5. If the complaint cannot be resolved at the local level, the student and parent(s) may file within ten (10) days with the Superintendent of Schools a letter stating the nature of the complaint and requesting a formal hearing.
 6. The statement must be fully outlined, and the procedures and responses taken to date should be described.
 7. A hearing will be scheduled within a ten-day (10) period of time, and attendance at the hearing will be limited to the student, parent(s), and the Superintendent of Schools, along with any other party the Superintendent deems necessary. Under no circumstances should school personnel meet with a parent represented by legal counsel without first contacting the Superintendent. Those present will endeavor to seek a satisfactory solution to the complaint in view of the evidence presented.
- F. Information regarding the existence of the Diocesan Nondiscrimination grievance procedure should be available in the school office.

III. Links and Supporting Documents

--

Initial Adoption:

Preschool

Effective Date: August 19, 2013

Elementary

Revision Date(s): August 19, 2013, June 23, 2014

High School

February 5, 2022, January 7, 2024