

**RECRUITING BY ORGANIZATIONS WITH RESTRICTIVE MEMBERSHIP OR
EMPLOYMENT PRACTICES AUTHORIZED AND PERMITTED BY LAW**

This District's Values Policy embraces the goals of Justice, Equality, Respect for Others, and Diversity, but also embraces the goals of Legitimate Authority, Respect for the Rule of Law, and Personal Freedom and Privacy. The Board recognizes that its Values Policy coexists with accommodations made by statute, by federal or state regulation, and by judicial decisions which assert the right of certain organizations to limit or restrict their membership or hiring practices, including but not limited to churches and religious organizations, the armed forces of the United States, and youth groups listed in title 36 of the United States Code, such as the Boy Scouts of America. The values of tolerance and diversity by definition include tolerance of those whose values are not concurrent with one's own. The Board has determined that consistent with the District's values of Legitimate Authority and of Respect for the Rule of Law, students who may benefit from the educational, scholarship or employment opportunities of such organizations should not be denied or restricted in their access to such organizations where the restrictive practice(s) of the organizations have the sanction of federal or state law or regulation, even if such practice is not wholly consistent with all of competing values of the District.

The Board advances the following requirements:

Notice Regarding Access to High Schools

Upon receipt of written notice from recruiters of legal authority within the scope of this policy, the administration of each school shall make the restrictive information available to all interested persons, in a manner reasonably intended to give fair notice, at the time and place of any recruiting activity by the organization. This notice requirement to students may also be accomplished by written notification distributed to students by building school counselors, simultaneous with the provision of information about the covered organization(s). In the event that any principal has a question or concern about the notice, a statement of the concern and a copy of the written notice may be forwarded to the District's Department of Law.

Access to High School Student Directory Information

Unless parents/guardians, or students themselves, notify the District in writing that they do not consent to the release of student directory information, federal law requires the District to provide the names, addresses, and telephone numbers of high school students to military recruiters that request such information. Consequently, unless parents/guardians or students notify the District in writing that they do not consent to the release of directory information to military recruiters, the District shall disclose such information to military recruiters in response in such requests.

In an effort to recognize the express wishes of parents and students regarding access to student directory information, the Board of Education aspires to achieve 100% participation by parents/guardians and/or students through the implementation of the following measures.

In the first weeks of the fall semester, the District shall send a letter to parents/guardians of all 11th and 12th grade students and students over the age of 17 years, notifying them and their students of their right to deny disclosure of student directory information to any or all of the following groups: employers, colleges or universities, scholarship organizations, the military and other organizations or parties. The letter will include a series of boxes to be checked, one for each group, and a place for the signature of the parent/guardian and/or student. The disclosure letter should be returned to the District by October 1st of each school year, and the District shall be responsible for making the appropriate notations in the student's record to ensure information is only distributed in accordance with the parent/guardian's or

student’s wishes. The District shall also communicate with the parents/guardians of all affected high school students by an alternate, public medium in order to advise them of their rights under law and this policy.

Furthermore, on or about the date that the letters are sent to parents/guardians, the principal of each high school shall ensure that all affected students are notified that their parents will be receiving letters advising them of their rights to deny disclosure of student directory information. The students shall be advised that similar forms will be provided to them at school in the forthcoming days permitting them to deny disclosure of their student directory information to the military and other groups. No sooner than seven days after the students are advised of their rights under this policy, the principal of each high school shall ensure the distribution, explanation, completion and return of directory information forms in the appropriate classes during the first weeks of the fall semester. Each principal shall ensure that the directory information forms are completed and returned on the same day that they are distributed. For students absent on the date that the forms are distributed, the forms shall be made available to students, completed and returned in the days following the students return to school.

In order to allow sufficient time to process requests, the School District shall withhold all student information until October 15th. If either the student or parent/guardian denies access to student directory information to employers, colleges, scholarship organizations, the military or other organizations or parties, the School District shall not disclose such information to the group identified. Parents and/or students need not resubmit their completed forms each school year. However, parents and/or students may elect to submit new directory forms each year at their discretion.

This policy does not prohibit the dissemination of information to students by school counselors about any organization within the scope of this regulation, or information about how to contact such organizations about career or educational opportunities.

Cross-ref: Visitors to the Schools (1240)

Ref: Corporation of the Presiding Bishop of the Church of Jesus Christ of Latter-Day Saints v. Amos, 483 U.S. 327, 97 L.Ed.2d 273, 107 S.Ct. 2862 (1987)
Boy Scouts of America v. Dale, 530 U.S. 640, 147 L.Ed.2d 554, 120 S.Ct. 2446 (2000)
42 U.S.C. § 2000e-1 [Equal Employment Opportunities]
10 U.S.C. § 503(c)-(d) [Armed Forces Recruitment-Educational Institutions]
20 U.S.C. § 7905 [“Boy Scouts of America Equal Access Act”, §9525 of the” Leave No Child Behind Act of 2001”]
20 U.S.C. § 7908 [Armed Forces Recruiter Access to Students and Student Recruiting Information, § 9528 of the “No Child Left Behind Act”]
U.S. Department of Defense Directive 1332.14

Notes: Prior policy, Policy Manual, “Military Recruitment” (December 5, 1991); Revised August 20, 1998; Amended October 17, 2002; Amended August 18, 2005 by Resolution 2005-06: 178; Amended July 23, 2009, by Resolution No. 2009-10: 91; Amended September 22, 2022 pursuant to Resolution No. 2022-23: 143

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