

## NON-DISCRIMINATION AND EQUAL OPPORTUNITY

The Board of Education, its officers and employees, shall not discriminate in its programs and activities on the basis of legally protected classes, such as, but not limited to: race, color, national origin, creed, religion, marital status, sex (including pregnancy, childbirth, or related medical condition), age, sexual orientation, disability (physical or mental), predisposing genetic characteristic (including gender identity and expression), military work or status, domestic violence victim status, or use of a guide dog, hearing dog, or service dog, as applicable. The district will provide notice of this policy in accordance with federal and state laws and regulations.

The Board shall, through its Diversity Action Committee, maintain its commitment to provide equal employment opportunity to all of its employees and applicants for employment regardless of their age, sex, race, religion, creed, national origin military status, marital status, predisposing genetic character (including gender identity and expression), domestic violence victim status or disability. The Board Diversity Action Committee shall be in compliance with federal and state rules, regulations and laws.

This policy of nondiscrimination includes access by students to educational programs, counseling services for students, course offerings, and student activities, as well as recruitment and appointment of employees and employment pay, benefits, advancement and/or terminations.

The Board of Education, its officers and employees shall not discriminate against students on the basis of actual or perceived race, color, weight, national origin, ethnic group, religion, religious practice, disability, sex; sexual orientation, or gender (including gender identity and expression).

A finding that an individual has engaged in conduct in violation of this policy may result in disciplinary action and/or filing of a report with third parties in the manner prescribed by the district code of conduct, the law or applicable contract.

Nothing in this policy shall be construed to prohibit a denial of admission into, or exclusion from, a course of instruction or activity based on a person's gender that would be permissible under the law, or to prohibit, as discrimination based on disability, actions that would be permissible under the law.

### *Annual Notification*

At the beginning of each school year, the district shall publish a notice of the established grievance procedures for resolving complaints of discrimination to parents/guardians, employees, students and the community. The public notice shall:

1. inform parents, employees, students and the community that education programs, including but not limited to vocational programs, are offered without regard to actual or perceived race, color, weight, national origin, ethnic group, religion, religious practice, disability, sex; sexual orientation, or gender (including gender identity and expression);

2. provide the name, address and telephone number of the person designated to coordinate activities concerning discrimination; and,
3. be included in announcements, bulletins, catalogues, and applications made available by the district.

The **Commissioner of Human Resources** has been designated to handle inquiries regarding the district's non-discrimination policies. Contact information for the **Commissioner of Human Resources** is available on the district's website. Complaints of sexual harassment or discrimination are covered by policy 0110.

All complainants and those who participate in the investigation of a complaint in conformity with state law and district policies, who have acted reasonably and in good faith, have the right to be free from retaliation of any kind.

The Board authorizes the Superintendent of Schools to establish such rules, regulations and procedures as necessary to implement and maintain this policy.

Cross-ref:        0110, Sexual Harassment  
                      5030, Student Complaints and Grievances  
                      5300, Code of Conduct  
                      9140.1, Staff Complaints and Grievances

Ref:        Age Discrimination in Employment Act of 1967 29 U.S.C. §§621 *et seq.*  
                      Americans with Disabilities Act, 42 U.S.C. §§12101 *et seq.*  
                      Title VI, Civil Rights Act of 1964, 42 U.S.C. §§2000d *et seq.* (nondiscrimination based on race, color, and national origin in federally assisted programs)  
                      Title VII, Civil Rights Act of 1964, 42 U.S.C. §§2000e *et seq.* (nondiscrimination based on race, color, and national origin in employment)  
                      Title IX, Education Amendments of 1972, 20 U.S.C. §§1681 *et seq.* (nondiscrimination based on sex)  
                      §504, Rehabilitation Act of 1973, 29 U.S.C. §794  
                      Individuals with Disabilities Education Law, 20 U.S.C. §§1400 *et seq.*  
                      Genetic Information Nondiscrimination Act of 2008 P.L. 110-233  
                      34 C.F.R. §§ 100.6; 104.8; 106.9; 110.25  
                      Executive Law §§290 *et seq.* (New York State Human Rights Law)  
                      Education Law §§10-18 (The Dignity for All Students Act)  
                      Education Law §§313(3); 3201; 3201-a  
                      ADA Best Practices Tool Kit for State and Local Governments, Website Accessibility Under Title II of the ADA (see Chapter 5 and Chapter 5 Addendum checklist), [www.ada.gov/pcatoolkit/toolkitmain.htm](http://www.ada.gov/pcatoolkit/toolkitmain.htm)

Adoption date: May 8, 2007  
Revision Date: July 20, 2011  
Revision Date: September 19, 2012  
Revision Date: January 16, 2019