

EQUAL OPPORTUNITY AND NONDISCRIMINATION

The Board of Education, its officers and employees, shall not discriminate in its programs and activities on the basis of race, color, national origin, creed, religion, marital status, sex, age, sexual orientation (including gender identity/expression), disability or predisposing genetic characteristic. The District will provide notice of this policy in accordance with federal and state law and regulation.

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, agents and employees, shall not discriminate against any student, employee, or applicant for employment on the basis of actual or perceived race, color, weight, national origin, ethnic group, creed, religion, religious practice, marital status, disability, age, 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.

This policy of nondiscrimination includes: access by students to educational programs, counseling services, course offerings and student activities, and employee recruitment, appointment, compensation, benefits, advancement and/or termination.

Administrative regulations will provide for the prompt and equitable resolution of complaints alleging discrimination. These regulations will be disseminated as required by Federal and State laws. The Superintendent will designate one male and one female Title IX Coordinator and Section 504 Coordinator to investigate complaints of discrimination.

Notification

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 Assistant Superintendent of Human Resources has been designated to handle inquiries regarding the District's nondiscrimination policies. Contact information for the Director of Human Resources is available on the District's website. Complaints of sexual harassment or discrimination are covered by Policy 5020.1, Sexual Harassment of Students and Policy 9010.2, Sexual Harassment.

While most complaints will be addressed by the Assistant Superintendent of Human Resources, the District shall annually appoint two staff members, one male and one female, as Title IX Coordinators at the annual Re-Organizational meeting.

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 necessary to implement and maintain this policy.

Cross-Reference: Policy 5020.1, Sexual Harassment of Students
Policy 5020.5, Harassment of Students
Policy 5311.3, Student Complaints and Grievances
Policy 5300, Code of Conduct
Policy 9010.1, Harassment of Employees
Policy 9010.2, Sexual Harassment

Reference: 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
Equal Pay Act of 1963 (29 U.S.C. §206).
Equal Employment Opportunity Act of 1972 (42 U.S.C. §2000e).
Constitution of the State of New York, Article I, Section 11
9 N.Y.C.R.R. §4.28

Revised: November 6, 2018; June 30, 2015; March 20, 2007