

NON-DISCRIMINATION/EQUAL OPPORTUNITY

It is the policy of the board to prohibit discrimination in employment, educational programs or activities in the school district, on the basis of gender, sexual orientation, race, color, religion, nationality, ethnic origin, age, or disability.

Inquiries, complaints, and other communications relative to this policy and to the applicable laws and regulations concerned with non-discrimination shall be received by the superintendent or his/her designee.

This policy of non-discrimination is applicable to all employees or persons served by the district. Any complaints or alleged infractions of the policy, law or applicable regulations will be processed through the grievance procedure.

This policy implements PL 94-142, Section 504 of the Rehabilitation Act of 1973, Title II of the Americans with Disabilities Act, Title VI or VII of the Civil Rights act of 1964, Title IX of the Education Amendments of 1972, and the laws of New Hampshire pertaining to non-discrimination.

Notice of the district's policy on nondiscrimination in employment and education practices shall be published in the school board policy manual, posted within the school and published in SAU statements regarding the availability of employment positions or educational services.

Legal References:

RSA 354-A:6, Opportunity for Employment without Discrimination a Civil Right

RSA 354-A:7, Unlawful Discriminatory Practices

The Age Discrimination in Employment Act of 1967

Title I of The Americans with Disabilities Act of 1990

Title VII of The Civil Rights Act of 1964 (15 or more employees)

Adopted 1999

Revised 2008

Reviewed 2010

