EQUAL OPPORTUNITY AND NONDISCRIMINATION

The Board of Education, its officers, and employees shall not discriminate against any student, employee, or applicant 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; 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 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.

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 all aspects of the education program are offered without regard to actual or perceived race, color, weight, national origin, ethnic group, religion, religious practice, disability, sexual orientation, gender, gender identity, gender expression or sex, and any other class protected by law.
2. Provide the name, address, and telephone number of the person designated to coordinate activities concerning discrimination.
3. Be included in announcements, bulletins, catalogues, and applications made available by the District.

The superintendent has been designated to handle inquiries regarding the District’s nondiscrimination policies. Contact information for the superintendent is available on the District’s website. Complaints of sexual harassment are covered by policy # 0110.

The Board authorizes the superintendent to establish such rules, regulations, and procedures 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:
Americans with Disabilities Act, 42 U.S.C. §12101 et seq.
(nondiscrimination based on race, color, and national origin in federally assisted programs)
(nondiscrimination based on race, color, and national origin in employment)
(nondiscrimination based on sex) §504
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 §§313(3), 3201, 3201-a

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