

EQUAL OPPORTUNITY

The Board of Education, its officers and employees, shall not discriminate against any student, employee or applicant on the basis of **race, color, weight, national origin, ethnic group, religion, religious practice, disability, domestic violence, sex, sexual orientation, gender (including gender identity or expression) or genetics.**

This policy of non-discrimination includes access by students to educational programs, counseling services for students, course offerings, school sponsored 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, domestic violence, sex, sexual orientation, gender (including gender identity or expression) or genetics.**

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 a disability, actions that would be permissible under the law.

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

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:

Adopted:	01/06/2016
2nd reading (Revised):	01/06/2016
1st reading (Revised):	12/02/2015
Adopted:	08/05/2015
2nd reading (Revised):	08/05/2015
1st reading (Revised):	07/14/2015
Adopted (Replacing 4112)(Revised):	06/06/2012
2nd reading (Replacing 4112)(Revised):	06/06/2012
1st reading (Replacing 4112) (Revised):	05/02/2012
Adoption date:	04/01/2009
2 nd Reading:	04/01/2009
1 st Reading:	03/04/2009

- a. inform parents, employees, students and the community that education programs, including, but not limited to, vocation programs, are offered in a non-discriminatory fashion;
- b. provide the name, address and telephone number of the person designated to coordinate activities concerning discrimination; and
- c. be included in announcements, bulletins, catalogues and applications made available by the district

The Assistant Superintendent for Personnel has been designated to handle inquiries regarding the district's non-discrimination policies. Contact information for the Assistant Superintendent for Personnel is available on the district's website. Complaints of sexual harassment or discrimination are covered by policy 0110 and regulation 0110-R. Complaints of student harassment, bullying and discrimination are covered by policy 0115.

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-ref: 5030, Student Complaints and Grievances
9140.1, Staff Complaints and Grievances

Ref: 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.*
Title VII, Civil Rights Act of 1964, 42 U.S.C. §2000e *et seq.*
Title IX, Education Amendments of 1972, 20 U.S.C. §1681 *et seq.*
§504, Rehabilitation Act of 1973, 29 U.S.C. §794
Individuals with Disabilities Education Law, 20 U.S.C §§1400 *et seq.*
Executive Law §290 *et seq.* (New York State Human Rights Law)
Education Law §§313(3), 3201, 3201-a
The Genetic Information Nondiscrimination Act of 2008 (GINA Act), H.R. 493