

NONDISCRIMINATION/EQUAL OPPORTUNITY

Discrimination against and harassment of school employees because of age, sex, race, religion, color, marital status, familial status, physical or mental disability, genetic information, national origin, ancestry or sexual orientation are prohibited. Discrimination against and harassment of students because of sex, race, religion, color, age, marital status, familial status, physical or mental disability, national origin, ancestry, **economic status** or sexual orientation are prohibited.

The Board directs the school administration to implement a continuing program designed to prevent discrimination against all applicants, employees, students and individuals with disabilities having access rights to school premises and activities. The District will designate a Nondiscrimination Officer who will be responsible for ensuring compliance with all federal and state requirements relating to nondiscrimination. The Nondiscrimination Officer will be a person with direct access to the Superintendent.

The Board directs the administration to implement internal complaint procedures for resolving complaints of discrimination under this policy and to provide adequate notice of the availability of such complaint procedures.

The Board directs the administration to provide notice of compliance with federal and state civil rights laws to all applicants for employment, employees, students, parents, and other interested persons, as appropriate.

The District will require all persons, agencies, vendors, contractors, and other persons and organizations doing business with or performing services for the District to subscribe to all applicable federal and state laws pertaining to contract compliance.

Legal Reference: Equal Employment Opportunities Act of 1972 (P.L. 92-261)
 amending Title VII of the Civil Rights Act of 1964 (42
 U.S.C. § 2000(e) et seq.)
 Title IX of the Education Amendments of 1972 (20 U.S.C. § 1681 et
 seq.)
 Title VI of the Civil Rights Act of 1964 (P.L. 88-352)
 Age Discrimination in Employment Act of 1967 (29 U.S.C. § 621 et
 seq.)
 Equal Pay Act of 1963 (29 U.S.C. § 206)
 Rehabilitation Act of 1973 (Section 504) (29 U.S.C. § 794 et seq.); 34
 CFR § 104.7, as amended
 Americans with Disabilities Act (42 U.S.C. § 12101 et seq.), as amended
 Genetic Information Nondiscrimination Act of 2008 (42 U.S.C. § 2000ff
 et seq.)
 NH RSA 186:11; 354-A:7
 NH Code Admin. R. Ed 303.01(i)

Cross Reference: ACA - E – Harassment and Sexual Harassment of School Employees
 Policy & Complaint Procedures for Employees and Third Parties
 ACA - S – Student Discrimination, Harassment and Sexual Harassment
 Policy and Complaint Procedures

LONDONDERRY SCHOOL BOARD

Adopted: August 26, 2014