

OYSTER RIVER COOPERATIVE SCHOOL BOARD	Policy Code: AC
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## NONDISCRIMINATION/EQUAL OPPORTUNITY

Discrimination against and harassment of Oyster River Cooperative school employees because of age, sex, race, creed, color, marital status, familial status, physical or mental disability, genetic information, national origin or sexual orientation are prohibited. Discrimination against and harassment of students because of sex, race, creed, color, age, marital status, familial status, physical or mental disability, national origin 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: JBAA- Harassment and Sexual Harassment of Students  
 JBAA-R – Student Discrimination and Harassment Complaint Procedure  
 GBAA - Harassment and Sexual Harassment of School Employees  
 GBAA-R – Employee Discrimination and Harassment Complaint Procedure