

OYSTER RIVER COOPERATIVE SCHOOL BOARD	Policy Code: AC
Date of Adoption: February 13, 2009 Review School Board First Read: March 13, 2013 School Board Second Read/Adoption: April 3, 2013 Returned to Policy for Review: July 9 & July 23 School Board First Read: August 19, 2020 School Board Second Read/Adoption: September 2, 2020	Page 1 of 2 Category: Recommended

### **NONDISCRIMINATION/EQUAL OPPORTUNITY**

The Oyster River School District does not discriminate on the basis of sex or other protected categories in its education programs and activities, as required by federal and state laws/regulations.

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

Discrimination against and harassment of students because of age, sex, gender identity, sexual orientation, race, creed, color, ancestry or national origin, marital status, familial status, physical or mental disability, religion or economic status are prohibited.

The School District does not tolerate discrimination, harassment or retaliation and takes steps to ensure students, employees and third parties are not subject to any discrimination, harassment, or retaliation in District programs or activities. The Board directs the school administration to implement a continuing program designed to prevent discrimination against all.

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.

The Oyster River School District will respond promptly and effectively to allegations of discrimination, harassment, and retaliation. It will promptly conduct investigations and takes appropriate action, including, but not limited to, disciplinary action, against individuals found to have violated its policies, as well as providing appropriate remedies to complaints and the Oyster River community.

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: ACAA/JBAA- Harassment and Sexual Harassment of Students  
ACAA-R/JBAA-R – Student Discrimination/Harassment and Title IX  
Sexual Harassment Complaint Procedures

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Cross References Cont'd

ACAB/GBAA - Harassment and Sexual Harassment of School Employees  
ACAB-R/GBAA-R – Employee Discrimination/Harassment and Title IX  
Sexual Harassment Complaint Procedures  
JICK – Bullying and Cyberbullying Pupil Safety and Violence Prevention  
JICK-R – Bullying/Cyberbullying Reporting Form  
JICK-R1 – Bullying Investigation Form