

**NONDISCRIMINATION/EQUAL OPPORTUNITY**

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 Board directs the school administration to develop and implement a coordinated plan designed to prevent, assess the presence of, intervene in, and respond to incidents of discrimination against all applicants, employees, students, and other individuals 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.

**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; 193:38; 193:39; 354-A*

*NH Code Admin. R. Ed. 303.01(i)*