

POLICY

2016 6120
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Personnel

SUBJECT: EQUAL EMPLOYMENT OPPORTUNITY

The school district does not discriminate in employment or in the education programs and activities which it operates on the basis of actual or perceived race, gender identity or sex, sexual orientation, age, ethnic group, religion, religious practice, marital status, military status, color, weight, national origin, predisposing genetic characteristics or disability in violation of Title IX of the Education Amendments for 1972, Title VI and Title VII of the Civil Rights Act of 1964, or Section 504 of the Rehabilitation Act of 1973, Title II of the Genetic Information Non-Discrimination Act of 2008, and New York State Human Rights Law and the Boy Scouts of America Equal Access Act of 2001

Sexual orientation is defined as heterosexuality, homosexuality, bisexuality or asexuality, whether actual or perceived.

The term "military status" means a person's participation in the military service of the United States or the military service of the state, including but not limited to, the armed forces of the United States, the army national guard, the air national guard, the New York naval militia, the New York guard, and such additional forces as may be created by the federal or state government as authorized by law.

The Superintendent/designee will establish a program in order to insure that all personnel policies relevant to recruitment, employment, and promotions of employees of the District will provide equal opportunities for all persons in order to achieve the District goals. The Superintendent/designee will assure that all persons nominated for employment meet the requirements and the qualifications established for the particular position.

Provisions will be provided for the publication and dissemination, internally and externally, of this policy to insure its availability to interested citizens and groups.

The Superintendent/designee will establish grievance procedures that provide for the prompt and equitable resolution of complaints alleging discrimination. Those intending to file a grievance due to alleged discrimination must follow the grievance procedure as established by the District.

Prohibition of Retaliatory Behavior

The Board prohibits any retaliatory behavior directed against complainants, victims, witnesses, and/or any other individuals who participated in the investigation of a complaint of discrimination. Follow-up inquiries will be made to ensure that discrimination has not resumed and that all those involved in the investigation of the discrimination complaint have not suffered retaliation.

The district will post, in a place accessible to employees and in a visually conspicuous manner, a copy of Article 23-A of the Correction Law and any regulations promulgated under that statute. Article 23-A addresses the licensure and employment of persons previously convicted of one or more criminal offenses.

Age Discrimination in Employment Act, 29 United States Code (USC) Section 621

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SUBJECT: EQUAL EMPLOYMENT OPPORTUNITY, (Cont'd.)

Americans With Disabilities Act, 42 United States Code
(USC) Section 12101 et seq.
(Prohibits discrimination on the basis of disability)
Section 504 of the Rehabilitation Act of 1973, 29 United States
Code (USC) Section 794 et seq.
Title VI of the Civil Rights Act of 1964, 42 United States Code
(USC) Section 2000d et seq.
(Prohibits discrimination on the basis of race, color or national
origin)
Title VII of the Civil Rights Act of 1964, 42 United States Code (USC) Section 2000e et seq.
(Prohibits discrimination on the basis of race, color, religion,
sex or national origin)
Title IX of the Education Amendments of 1972, 20 United
States Code (USC) Section 1681 et seq.
(Prohibits discrimination on the basis of sex)
Civil Rights Law Section 40-c
(Prohibits discrimination on the basis of race, creed, color, national origin, sex, sexual orientation, marital
status or disability)
Military Law Sections 242 and 243
Title II of the Genetic Information Act of 2008
(Protects applicants and employees from discrimination based on genetic information)

Adopted 5/10/11
Amended 1/28/14
Amended 7/8/14
Amended 2/23/16