

EQUAL OPPORTUNITY

The Board of Education, its officers and employees, shall not discriminate against any employee or applicant on the basis of race, color, national origin, creed, religion, marital status, sex, sexual orientation, age, disability.

This policy of nondiscrimination includes access by students to educational programs, counseling services for students, course offerings, and student activities, as well as recruitment and appointment of employees and employment pay, benefits, and advancement and/or terminations.

The Board authorizes the Superintendent of Schools to establish such rules, regulations and procedures necessary to implement and maintain this policy.

This policy further authorizes the Superintendent of Schools or his/her designee to relocate school-sponsored programs and activities held in the High School, which are rendered physically inaccessible to a participant(s), to an accessible location on the first floor of the High School.

Cross-reg: 9140.1, Staff Complaints and Grievances

Ref: Americans with Disabilities Act, 42 U.S.C. §12101 *et seq.*

Title VI, civil Rights Act of 1964, 42 U.S.C. §2000d *et seq.*

Title VII, Civil Rights Act of 1964, 42 U.S.C. §2000e *et seq.*

Title IX, Education Amendments of 1972, 20 U.S.C. §1681 *et seq.*

§504, Rehabilitation Act of 1973, 29 U.S.C. §794

Individuals with Disabilities Education Law, §290 *et seq.*

New York State Human Rights Law, Executive Law §290 *et seq.*

Education Law §§3201,3201-a

Education Law The Dignity for All Students Act, Article 2

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