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| Windham School District | AC |
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NON-DISCRIMINATION / EQUAL OPPORTUNITY

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

Legal References: Equal Employment Opportunities Act of 1972 (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).

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| Windham School Board | Policy Code: AC |
| Adopted: October 15, 2013 | |