

## **GBA - EQUAL OPPORTUNITY EMPLOYMENT**

The District will recruit, consider, and employ candidates without regard to gender, sexual orientation, marital status, race, color, religion, nationality, ethnic origin, age, or disability, and who meet the physical and mental requirements and have the education, training, and experience established as necessary for the performance of the job. When there are opportunities for promotions and qualifications are equal, consideration will be given first to district employees. Equal opportunity applies to all employees of the District. All members of the school community shall learn and work in a safe, healthy, and positive school environment.

The District will not tolerate harassment of any kind. Discrimination and/or harassment of employees can include students, employees, or any individual who might come in contact with students on school grounds or at school-sponsored activities.

Any form of harassment, including written or verbal harassment in the form of voicemail, electronic messaging systems, electronic mail, or use of the school's Internet or intranet sites, will not be tolerated. Harassment may include easily identifiable acts of verbal, written or physical abuse. It may also include more subtle, but equally damaging forms of harassment such as graffiti and jokes that stereotype individuals. No matter what form it takes, harassment of any member of the school community is strictly prohibited.

Anyone who believes that he or she has been denied equal employment opportunity or has been harassed as described above should report such action to the Superintendent or his/her designee. Where inappropriate conduct is found, the Superintendent will act promptly to eliminate the discriminatory and/or harassing conduct and take appropriate corrective action.

All reports of harassment will be held in confidence, subject to all applicable laws and any relevant provisions found in District policy. Retaliatory behavior against complainants or any witnesses is prohibited.

The Board shall discipline offenders up to and including discharge of an employee or suspension or expulsion of a student.

This policy of non-discrimination is applicable to all persons employed or served by the district. Any complaints or alleged infractions of the policy, law or applicable regulations will be processed through the grievance procedure. This policy implements PL 94-142, Section 504 of the Rehabilitation Act of 1973, Title II of the American with Disabilities Act, Title VI or VII of the Civil Rights act of 1964, Title IX of the Education Amendments of 1972, and the laws of New Hampshire pertaining to non-discrimination.

### Statutory/Regulatory/Policy/Handbook Cross References

RSA 354-a:7 (Unlawful Discrimination Practices)  
Handbook (Referenced in Personnel Handbooks)

APPROVED/REVISED: July 20, 2006, August 20, 2009

PREVIOUS POLICY: May 7, 1987 “Non-Discrimination Policy” – added harassment as it is part of equal opportunity impacting employment – this has also been an issue in the district – for some reason the NHSBA does not include harassment in the policy, but does on the reporting form