

JBA – EQUAL OPPORTUNITY FOR THE SCHOOL COMMUNITY

Equal opportunity applies to all students and employees of the District. Students are entitled to equal opportunity in having access to educational programs and activities. The District will employ individuals who meet the physical and mental requirements, and whom have the education, training, and experience established as necessary for the performance of the job. All members of the school community shall learn and work in a safe, healthy, and positive school environment.

The District will not discriminate on the basis of gender, sexual orientation, marital status, race, color, religion, nationality, ethnic origin, age, or disability, nor will the District tolerate harassment of any kind. Discrimination and/or harassment of students or 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 educational opportunity or has been harassed as described above should report such action to the School Principal, Guidance Counselor, or other designated staff members. The School Principal shall be notified of such reports immediately. Where inappropriate conduct is found, the School Principal 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.

Reference Policy JBAA for the appropriate process and procedure.

Statutory/Regulatory/Policy/Handbook Cross References

Policy ACAA (Harassment and Sexual Harassment of Students Policy)

Policy ACAA- R FORM (Student Discrimination/Harassment and Title IX Sexual Harassment Complaint Form)

RSA 354-B:1 (Violation of the New Hampshire Civil Rights Act)

Title VII of the Civil Rights Act of 1964

Title IX of the Education Amendments of 1972

Handbook (Referenced in Handbooks)

APPROVED/REVISED: September 22, 2005, August 20, 2009, September 2014

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