AC – NON-DISCRIMINATION

It is the policy of the Board that there will be no discrimination on the basis of age, gender, race, creed, color, religion, marital status, sexual orientation, national or ethnic origin, economic status or disability, or genetic information for employment in, participation in, admission or access to, or operation and administration of any educational program or activity in the School District.

The District will not discriminate against any employee who is a victim of domestic violence, harassment, sexual assault, or stalking.

The Superintendent or designee will receive all inquiries, complaints, and other communications relative to this policy and the applicable laws and regulations concerned with non-discrimination.

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, Title II of the Genetic Information Nondiscrimination Act of 2008, and the laws of New Hampshire pertaining to non-discrimination.

GRIEVANCE PROCEDURE - Inquiries or complaints regarding compliance may be directed to the office of Superintendent of Schools. Grievances will be processed as follows:

1. Any complaint from or on behalf of any person employed or served by the schools shall be submitted in writing, using the form provided, to the Office of the Superintendent of Schools, hereafter referred to as "the designated employee." The designated employee shall without delay forward it to the person immediately responsible.

2. The immediately responsible person will investigate the complaint and report his/her findings and recommended remediation in writing to the grievant within five (5) school days. A copy of the report shall be sent to the designated employee who will maintain a file on all grievances.

3. If the grievance has not been remedied to the satisfaction of the grievant, he/she may then submit the complaint, with all previous communications attached, to the following parties, in the order given. Each party will have the time indicated in which to investigate and report its findings and recommended remediation.

    a. Responsible Building Principal (5 school days)
    b. Superintendent of Schools (10 school days)
    c. School Board (20 school days)

4. If all else fails, the grievant may appeal to the Federal Office for Civil Rights, Department of Health, Education and Welfare, Washington, D.C. 20201.

<u>Note:</u> All reports submitted throughout the grievance procedure must be made out in duplicate, with all previous correspondence attached, one copy going to the grievant and one to the designated employee who shall maintain a file on all grievances. Blank grievance forms will be

available in all Principals' Office in every school and in the Superintendent of School's Office, and on the District Website at www.sau14.org.

Statutory/Regulatory/Policy/Handbook Cross References

RSA 186:11, XXXIII (Discrimination)
RSA 275:71 (Prohibited Conduct by Employer)
RSA 354-A:6 (Opportunity for Employment without Discrimination a Civil Right)
RSA 354-A:7 (Unlawful Discriminatory Practices)
The Age Discrimination in Employment Act of 1967
Title I of The Americans with Disabilities Act of 1990
Title II of the Genetic Information Nondiscrimination Act of 2008
Title VII of The Civil Rights Act of 1964
Handbook (Personnel and Student)

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PREVIOUS: May 7, 1987 “Non-Discrimination Policy”