

## EQUAL OPPORTUNITY

The Board of Education, its officers and employees, shall not discriminate against any student, employee or applicant on the basis of disability, or any protected characteristic as defined under the local, state or federal law for any group.

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, advancement and/or terminations.

The District will take all necessary actions to comply with both the letter and the spirit of state and federal laws and regulations prohibiting discrimination in educational programs.

The School District will provide through equal opportunities for employment, retention and advancement of all people regardless of their protected characteristic, as required by local, state or federal law.

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

Cross-ref: 5030, Student Complaints and Grievances  
9140.1, Staff Complaints and Grievances  
5300, Code of Conduct

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.*  
Uniformed Services Employment and Reemployment Rights Act, 38 U.S.C. §  
4301 *et seq.*  
Executive Law §290 *et seq.* (New York State Human Rights Law)  
Education Law Article 2 and §§313(3), 801-a, 3201, 3201-a

Adopted: June 21, 2006  
Revised: June 6, 2007  
Revised: December 5, 2012  
Revised: December 16, 2015