NEPN/NSBA Code: AC

NONDISCRIMINATION/EQUAL OPPORTUNITY AND AFFIRMATIVE ACTION

Discrimination against and harassment of school employees because of race, color, sex, religion, ancestry or national origin, age, or disability are prohibited. Discrimination against and harassment of students because of race, color, sex, sexual orientation, religion, ancestry or national origin, or disability are prohibited.

The Board directs the school administration to implement an Affirmative Action Plan designed to prevent discrimination against all applicants, employees, students and individuals with disabilities having access rights to school premises and activities. The Raymond School Department Affirmative Action Plan will include designation of an Affirmative Action Officer who will be responsible for ensuring compliance with all federal and state requirements relating to nondiscrimination. The plan shall comply with the provisions of Titles VI and IX of the 1972 Educational Amendments, Section 504 of the Rehabilitation Act, the Individuals with Disability Education Act (IDEA) of 1990, and the Americans with Disabilities Act of 1990. The Affirmative Action Officer will be a person with direct access to the Superintendent.

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.

The School Department will require all persons, agencies, vendors, contractors, and other persons and organizations doing business with or performing services for the school unit to subscribe to all applicable federal and state laws pertaining to contract compliance.

Legal Reference:
- Equal Employment Opportunities Act of 1972 (P.L. 92-261) amending Title VII of the Civil Rights Act of 1964 (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)
- Vocational Rehabilitation Act of 1973 (29 U.S.C. § 794 et seq.)
- Americans with Disabilities Act (42 U.S.C. § 12101 et seq.)
- Maine Human Rights Act of 1972 (5 MRSA § 4571), as amended

Cross Reference:
- Raymond School Department Affirmative Action Plan
- ACAA Harassment and Sexual Harassment of Students
- ACAB Harassment and Sexual Harassment of School Employees
- ACAB-R Employee Affirmative Action and Discrimination and Harassment Complaint Procedure
- IHBAL-R Grievance Procedure for Persons with Disabilities

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