

NONDISCRIMINATION

The School Board in accordance with the requirements of federal and state laws, and the regulations which implement those laws, hereby declares formally that it is in the policy of the Board, in its actions and those of its employees, that there shall be no discrimination on the basis of age, gender, gender identity, race, creed, color, religion, marital status, sexual orientation, physical or mental disability, national ethnic origin, or economic status, for employment in, participation in, admission/access to, or operation and administration of any educational program or activity in the School District. Forms of harassment or illegal discrimination not covered by Policy GBAA may include but are not limited to inappropriate jokes; offensive behavior; inequitable treatment; retaliation; or unfair employment practices (e.g. hiring, advancement, discipline, or firing) on the basis of the victim's membership in a class outlined above.

Inquiries, complaints, and other communications relative to this policy and to the applicable laws and regulations concerned with non-discrimination shall be received by the Superintendent or his/her designee. Any complaints or alleged infractions of the policy, law or applicable regulations will be processed through the grievance procedure.

This policy of non-discrimination is applicable to all persons employed or served by the district. This policy implements PL 94-142, Section 504 of the Rehabilitation Act of 1973, Title II of the Americans 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.

U.S. Department of Agriculture Program Discrimination

The U.S. Department of Agriculture (USDA) prohibits discrimination against its customers, employees, and applicants for employment on the bases of race, color, national origin, age, disability, sex, gender identity, religion, reprisal and, where applicable, political beliefs, marital status, familial or parental status, sexual orientation, or all or part of an individual's income is derived from any public assistance program, or protected genetic information in employment or in any program or activity conducted or funded by the Department. (Not all prohibited bases will apply to all programs and/or employment activities.)

If you wish to file a Civil Rights program complaint of discrimination, complete the USDA Program Discrimination Complaint Form, found online at http://www.ascr.usda.gov/complaint_filing_cust.html, or at any USDA office, or call (866) 632-9992 to request the form. You may also write a letter containing all of the information requested in the form. Send your completed complaint form or letter to us by mail at U.S. Department of Agriculture, Director, Office of Secretary of Civil Rights, 1400 Independence Avenue, S.W., Washington, D.C. 20250-9410, by fax (202) 690-7442 or email at program.intake@usda.gov.

Individuals who are deaf, hard of hearing, or have speech disabilities and wish to file either an EEO or program complaint please contact USDA through the Federal Relay Service at (800) 877-8339 or (800) 845-6136 (in Spanish).

Persons with disabilities who wish to file a program complaint, please see information above on how to contact us by mail directly or by email. If you require alternative means of communication for program information (e.g., Braille, large print, audiotape, etc.) please contact USDA's TARGET Center at (202) 720-2600 (voice and TDD).

USDA is an equal opportunity provider and employer.

NONDISCRIMINATION (continued)

Legal References:

RSA 354-A:6 Opportunity for Employment without Discrimination a Civil Right

RSA 354-A:7, Unlawful Discriminatory Practices

RSA 186:11, XXXIII, Discrimination

34 C.F.R. Sections 104.7, 104.8, 104.22 (4)(f), and 104.36 of Section 504 Regulations

The Age Discrimination in Employment Act of 1967

Title II of The Americans with Disabilities Act of 1990

Title VII of The Civil Rights Act of 1964 (15 or more employees)

RSA 275:71 Prohibited Conduct by Employer

7 C.F.R. 15 - Non-Discrimination

Reference: AC-R Non-Discrimination Title IX Grievances

Proposed: 05/09/02

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