

Timberlane Regional School District	Policy Code: AC
Adopted: 01-01-83 Revised: 02-24-05 Revised: 05-06-10 Revised: 11-06-14 Revised: 06-02-16	Page 1 of 1

NONDISCRIMINATION/EQUAL OPPORTUNITY

It is the policy of the School Board that there will be no discrimination on the basis of age, gender, gender identity and expression, including a transgender identity, race, creed, color, religion, marital status, sexual orientation, national ethnic origin, economic status, disability, veteran status, genetics, retaliation; and any other characteristic protected under applicable federal or state law for employment in, participation in, admission/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 his/her 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, and the laws of New Hampshire pertaining to non-discrimination.

Legal References:

- 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 II of The Americans with Disabilities Act of 1990*
- Title VII of The Civil Rights Act of 1964 (15 or more employees)*
- RSA 186:11, XXXIII, Discrimination*
- RSA 275:71, Prohibited Conduct by Employer*

Appendix: AC-R

AC - NON-DISCRIMINATION