

**M.S.A.D. #12 POLICY
NONDISCRIMINATION / EQUAL OPPORTUNITY
AND AFFIRMATIVE ACTION**

The M.S.A.D. #12 Board is committed to maintaining a workplace and learning environment that is free from illegal discrimination and harassment.

In accordance with applicable Federal and/or State laws and regulations, M.S.A.D. #12 prohibits discrimination against and harassment of employees, candidates for employment, students and others with rights to admission or access to school programs, activities or premises on the basis of race, color, sex, sexual orientation, religion, ancestry or national origin, or disability. For the purpose of this policy, "sexual orientation" means a person's actual or perceived heterosexuality, bisexuality, homosexuality, or gender identity or expression.

Further, in compliance with Federal law, M.S.A.D. #12 prohibits discrimination against school unit employees and candidates for employment on the basis of age, pregnancy, or genetic information.

The Board delegates to the Superintendent the responsibility for implementing this policy. The M.S.A.D. #12 Affirmative Action Plan will include designation of an Affirmative Action Officer who will be responsible for ensuring compliance with all Federal and State requirements related to nondiscrimination. The Affirmative Action Officer will be appointed by the Superintendent and will be a person with direct access to the Superintendent.

The Superintendent/Affirmative Action Officer shall be responsible for ensuring that notice of compliance with Federal and State civil rights laws is provided to all applicants for employment, employees, students, parents and others, as appropriate.

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

Pregnancy Discrimination Act of 1978

Genetic Information Nondiscrimination Act of 2008 (GINA)(42 U.S.C. § 2000ff et seq.)

5 MSRA §4551, et. seq. (Maine Human Rights Act); 19301-19302

Cross Reference:

M.S.A.D. #12 School Department Affirmative Action Plan

ACAA – Harassment and Sexual Harassment of Students

ACAB – Harassment and Sexual Harassment of School Employees

Adopted: August 13, 2002

Revised: April 1, 2015