CSD 13 School Board
Policy Number 1.07 (NEPN/NSBA Code: AC)
Adopted: 10/01/13
Previous Revision: 12/7/21, 10/04/22
Revised: 11/7/24

NONDISCRIMINATION/EQUAL OPPORTUNITY AND AFFIRMATIVE ACTION

CSD 13 does not discriminate on the basis of sex or other protected categories in its education programs and activities, as required by federal and state laws/regulations.

CSD 13 prohibits discrimination, including harassment of school employees on the basis of:

- Race (including traits associated with race involving hair texture, Afro hairstyles and protective hairstyles such as braids, twists and locks);
- Sex, sexual orientation, gender identity, sex stereotypes, sex characteristics, pregnancy or related conditions;
- Parental, family or marital status
- Color;
- Religion;
- Ancestry or national origin;
- Age;
- Disability; and
- Genetic information.

CSD 13 prohibits discrimination, including harassment, of students on the basis of:

- Race (including traits associated with race involving hair texture, Afro hairstyles and protective hairstyles such as braids, twists and locks);
- Sex, sexual orientation, gender identity, sex stereotypes, sex characteristics, pregnancy or related conditions;
- Parental, family or marital status
- Color;
- Religion;
- Ancestry or national origin;
- Disability.

The Board directs the school administration to implement a continuing program designed to prevent discrimination against all applicants, employees, students and other individuals having access rights to school premises and activities.

CSD 13 has designated and authorized an Affirmative Action Officer/Title IX Coordinator who is responsible for ensuring compliance with all federal and state requirements prohibiting

discrimination, including sexual harassment/sex-based harassment. The Affirmative Action Officer/Title IX Coordinator is a person who has direct access to the Superintendent.

CSD 13 has implemented complaint procedures for resolving complaints of discrimination/harassment and sexual harassment under this policy. The school unit provides required notices of these complaint procedures and how they can be accessed, as well as the school unit's compliance with federal and state civil rights laws and regulations to all applicants for employment, employees, students, parents and other interested parties.

Legal Reference:

Equal Employment Opportunity 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.); as amended by 34 C.F.R. Part 106 (Title IX regulations)

Title VI of the Civil Rights Act of 1964 (42 U.S.C. §2000d)

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Age Discrimination in Employment Act of 1967 (29 U.S.C. § 621 et seq.)

Equal Pay Act of 1963 (29 U.S.C. § 206)

Section 504 of the Rehabilitation Act of 1973 (Section 504) (29 U.S.C. § 794 et seq.), as amended

Americans with Disabilities Act (42 U.S.C. § 12101 et seq.), as amended

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

Maine Human Rights Act (5 MRSA § 4551 et seq.), as amended

Cross References:

1.08 – Harassment of Students

1.09 – Harassment of School Employees

1.13 – Bullying and Cyberbullying Prevention

1.17 – Workplace Bullying

10.24 – Pregnant Students