

**RSU #16** (Mechanic Falls, Minot, Poland)

**Policy Code: AC**

**Adopted: October 2003**

**Revised: April 2010**

## **NON-DISCRIMINATION/EQUAL OPPORTUNITY AND AFFIRMATIVE ACTION**

### **PHILOSOPHY:**

It is the philosophy of the RSU #16 School Board that a climate of non-discrimination, equal opportunity and affirmative action is mandated by the law

### **POLICY:**

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

The RSU #16 School Board directs the school administration to implement a continuing program designed to prevent discrimination against all applicants, employees, students and individuals with disabilities having access rights to school premises and activities. The RSU #16 School Board 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 non-discrimination. The Affirmative Action Officer will be a person with direct access to the Superintendent.

The RSU #16 School 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 RSU #16 School Board will require all persons, agencies, vendors, contractors, and other persons and organizations doing business with or performing service for the school unit to subscribe to all applicable Federal and State laws pertaining to contract compliance.

### **AMPLIFYING INSTRUCTIONS AND GUIDELINES:**

As per this policy Statement.

### **DELEGATION OF AUTHORITY:**

The RSU #16 School Board delegates authority to implement this policy to the Superintendent of Schools.

### **LEGAL REFERENCES:**

Equal Employment Opportunities Acts of 1972 (P.L. 92-261) amending Title VII of the Civil Rights Act of 1964 (42 USC § 2000(e) et seq.)

Title IX of the Education Amendments of 1972 (20 USC § 1681 et seq.)

Title VI of the Civil Rights Act of 1964 (P.L. 88-352)

Age Discrimination in Employment Act of 1967 (29 USC § 621 et seq.)

Equal Pay Act of 1963 (29 USC § 206)

Vocational Rehabilitation Act of 1973 (29 USC § 794 et seq.)

Americans with Disabilities Act (42 USC § 12101 et seq.)

Maine Human Rights Act of 1972 (5 MRSA § 4571), as amended

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**SIGNATURE BLOCK:**

RSU #16 School Board

\_\_\_\_\_  
Dave Griffith, Chair

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Yvette Murray, Vice Chair

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DATE

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Annette Annance

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Carlton Beckett

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Yvon Gilbert

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Susan Callahan

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Norm Davis

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Melissa Hodgkin

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Steve Holbrook

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Mary Ella Jones

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Jeanne Manley

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Scott Sawyer

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Martha Stone

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Jack Wiseman

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Chris Woodford

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