

NONDISCRIMINATION/EQUAL OPPORTUNITY POLICY

The Board of Education, its officers, employees, volunteers and business invitees shall not discriminate against any student, employee or applicant on the basis of age, race, creed, color, national origin, sexual orientation (actual or perceived), military status, sex, disability, genetic predisposition or carrier status, or marital status in its educational programs or employment practices.

This policy of nondiscrimination/equal opportunity shall include, but not be limited to: (1) access by students to educational programs, counseling services, course offerings, student athletics, extracurricular activities and other school resources; and (2) recruitment and appointment of employees, as well as compensation, benefits, professional development, opportunities for advancement and/or termination.

The Superintendent of Schools shall develop regulations to ensure compliance with this nondiscrimination policy, including the appointment of a Nondiscrimination Compliance Officer whose responsibilities shall include hearing all complaints with respect to alleged discriminatory practices and/or actions and to provide for the prompt and equitable resolution of such complaints. Further, such regulations shall include a process for reporting a complaint, investigation, decision making/appeal, dissemination of information regarding this policy and instruction of relevant personnel in this policy and its regulations.

Excerpt approved for use in publications combined with regulation information:

Statement of Nondiscrimination/Equal Opportunity Policy

The Board of Education, its officers, employees, volunteers and business invitees shall not discriminate against any student, employee or applicant on the basis of age, race, creed, color, national origin, sexual orientation (actual or perceived), military status, sex, disability, genetic predisposition or carrier status, or marital status in its educational programs or employment practices. Information concerning grievance procedures is available from **Assistant Superintendent for Human Resources and Leadership Development**, School District Central Office, at 66 Roaring Brook Road, Chappaqua, NY 10514, or please call 914-238-7200.

Adopted by Board of Education: January 23, 1996

Revised: October 7, 2003

December 16, 2003

May 1, 2011

March 8, 2017