

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 **legally protected classes such as, but not limited to**, age, race, creed, color, national origin, sexual orientation (actual or perceived), gender **(identity and expression)**, military **work or** status, sex **(including pregnancy, childbirth or related medical condition)**, disability **(physical or mental)**, genetic predisposition or carrier status, ~~or~~ marital status, **domestic violence victim status, or use of a guide dog, hearing dog or service dog, as applicable**, in its educational programs or employment practices.

This policy prohibits discrimination and/or harassment of employees (including all staff, applicants for employment, both paid and unpaid interns, exempt and non-exempt status, part-time, seasonal, and temporary workers, regardless of immigration status) and certain non-employees (including contractors, subcontractors, vendors, consultants and other persons providing services pursuant to a contract, or their employees) on the basis of their protected status by others in the District's environment, including students.

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

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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

Regulations

- ~~Regulation 0120: Nondiscrimination Compliance and Complaint Procedures~~

Cross-Reference: **Policy 5052**
 Regulation 5052
 Policy 5080
 Regulation 5080
 Policy 9050

1st Reading – November 18, 2020