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| <b>DOVER SCHOOL DISTRICT</b>            | <b>POLICY CODE: AC</b> |
| <b>DATE OF ADOPTION: April 10, 2017</b> | <b>PAGE 1 OF 1</b>     |

## **NONDISCRIMINATION/EQUAL OPPORTUNITY**

Discrimination against and harassment of school employees because of age, sex, race, creed, religion, color, marital status, familial status, physical or mental disability, genetic information, national origin, ancestry, sexual orientation, or gender identity are prohibited. Discrimination against and harassment of students because of sex, race, creed, religion, color, age, marital status, familial status, economic status, physical or mental disability, national origin, ancestry, veteran status, sexual orientation, or gender identity are prohibited.

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. The District will designate a Nondiscrimination Officer who will be responsible for ensuring compliance with all federal and state requirements relating to nondiscrimination. The Nondiscrimination Officer will be a person with direct access to the Superintendent.

The Board directs the administration to implement internal complaint procedures for resolving complaints of discrimination under this policy and to provide adequate notice of the availability of such complaint procedures.

The 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.

### Legal Reference:

Title VI of the Civil Rights Act of 1964 (42 U.S.C. § 2000d *et seq.*)  
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.*)  
Age Discrimination in Employment Act of 1967 (29 U.S.C. § 621 *et seq.*)  
Equal Pay Act of 1963 (29 U.S.C. § 206(d))  
Section 504 of the Rehabilitation Act of 1973 (Section 504) (29 U.S.C. § 794 *et seq.*)  
Americans with Disabilities Act (42 U.S.C. § 12101 *et seq.*)  
Genetic Information Nondiscrimination Act of 2008 (42 U.S.C. § 2000ff *et seq.*)  
NH RSA 186:11  
NH RSA 354-A:7  
NH Code Admin. R. Ed. 303.01(i) and (j)

### Cross Reference:

ACAA - Harassment and Sexual Harassment of Students  
ACAA-R – Student Discrimination, Harassment, and Bullying Complaint Procedure  
ACAB - Harassment and Sexual Harassment of Employees  
ACAB-R– Employee and Third Party Discrimination and Harassment Complaint Procedure