

NON DISCRIMINATION / EQUAL OPPORTUNITY / AFFIRMATIVE ACTION

M.S.A.D. #49 endorses the concept of providing equal opportunity.

M.S.A.D. #49 does not discriminate in admission to, access to, operations of its programs, services and activities or employment practices on the basis of race, color, religion, age, marital or parental status, national origin, gender, or disability.

It is also the policy of M.S.A.D. #49 that all persons enjoy an environment free from sexual harassment.

In accordance with applicable Federal and/or State laws and regulations, MSAD #49 prohibits discrimination against and harassment of employees, candidates for employment, students and others with rights to admission or access to school programs, activities or premises on the basis of race, color, sex, sexual orientation, religion, ancestry or national origin, or disability. For the purpose of this policy, "sexual orientation" means a person's actual or perceived heterosexuality, bisexuality, homosexuality, or gender identity or expression.

Further, in compliance with Federal law, MSAD #49 prohibits discrimination against district employees and candidates for employment on the basis of age or genetic information.

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.

M.S.A.D. #49 will require all persons, agencies, vendors, contractors, and other persons and organizations doing business with or performing services for M.S.A.D. #49 to subscribe to all applicable federal and state laws pertaining to contract compliance.

Legal Reference: Equal Employment Opportunities 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.)
Title VI of the Civil Rights Act of 1964 (P.L. 88-352)
Age Discrimination in Employment Act of 1967 (29 U.S.C. § 621 et seq.)
Equal Pay Act of 1963 (29 U.S.C. § 206)
Vocational Rehabilitation Act of 1973 (29 U.S.C. § 794 et seq.)
Americans with Disabilities Act (42 U.S.C. § 12101 et seq.)
Maine Human Rights Act of 1972 (5 MRSA § 4571), as amended
The Genetic Information Nondiscrimination Act of 2008 (GINA)

Approved: May 2, 2013