

The Board of Education, its officers and employees, shall not discriminate against any individual on the basis of actual or perceived age, race, creed, color, national origin, sexual orientation, military status, gender (including gender identity), sex, reproductive health decisions, disability, predisposing genetic characteristics, marital status or domestic violence victim status. The School District will provide notice of this policy in accordance with federal and state laws and applicable regulations.

In addition, the Board of Education recognizes the presence of culturally diverse students in the School District community and the need for students to find relevant connections in the School District environment. Finally, the Board of Education recognizes that equity, diversity and inclusivity is an ongoing process that requires shared commitment and leadership by the School District to meet unique learning needs of all students and staff. The Board of Education is committed to addressing issues of diversity, equity, and inclusivity in the School District so that students and staff have equitable access to learning and employment opportunities in the School District.

This policy of nondiscrimination includes access by students to educational programs, counseling services for students, course offerings, and student programs and activities, community and youth programs, including but not limited to the Boy Scouts and Girl Scouts, as well as recruitment and appointment of employees and employment pay, benefits, advancement and/or terminations.

Additionally, to promote the School District website's accessibility to staff, students, and members of the community with disabilities, the School District will maintain a website that is accessible (or contains accessible alternatives) on perceivability, operability and understandability principles. The Superintendent of Schools shall designate an individual who is responsible for considering the following when developing or updating the School District website:

- Adding the text equivalent to every image;
- Posting documents in a text-based format such as HTML or RTF in addition to PDFs;
- Avoiding dictating colors and font settings;
- Including audio descriptions and captions to videos;
- Identifying other barriers to access; and
- Making other considerations when developing the School District's website.

A finding that an individual has engaged in conduct in violation of this policy may result in disciplinary action and/or filing of a report with third parties in the manner prescribed by the School District Code of Conduct, the law or applicable contract.

Annual notification:

At the beginning of each school year, the School District shall publish notice of the established grievance procedures for resolving complaints of discrimination to parents/guardians, employees, eligible students and the community. The public notice shall:

- a. Inform parents, employees, students and the community that education programs are offered in a non-discriminatory fashion.
- b. Provide the name, address and telephone number of the person designated to coordinate activities concerning discrimination; and
- c. Be included in announcements, bulletins, catalogues, the school calendar, student and staff handbooks and applications for employment and shall be posted in each school and facility in the School District.

The Superintendent of Schools or designee shall establish regulations and procedures for presenting problems or appealing decisions which affect individual students, in accordance with applicable statutory requirements, and for the resolution of complaints or grievances which may affect the student body.

All complainants and those who participate in the investigation of a complaint in conformity with federal or state laws, regulations, or School District policies, who have acted reasonably and in good faith, have the right to be free from retaliation of any kind.

Cross-ref: 0110 Prohibition Against Sexual Harassment
0115 Dignity for All Students Act
0105 Diversity Equity and Inclusivity in Education

Ref: Americans with Disabilities Act, 42 U.S.C. § 12101 *et seq.*
Title VI, Civil Rights Act of 1964, 42 U.S.C. § 2000d *et seq.*, § 2000e *et seq.*
Title VII, Civil Rights Act of 1964, 42 U.S.C. Age Discrimination Act of 1975,
§ 42 U.S.C. 6101 *et seq.*
Title IX, Education Amendments of 1972, 20 U.S.C. § 1681 *et seq.*
§ 504, Rehabilitation Act of 1973, 29 U.S.C. § 794
Individuals with Disabilities Education Law, 20 U.S.C. §§ 1400 *et seq.*
Boy Scouts of America Equal Access Act, 20 U.S.C. § 7905
Executive Law § 290 *et seq.* (New York State Human Rights Law)
Education Law §§ 313(3), 3201, 3201-a

Revised: April 20, 2021