

## AFFIRMATIVE ACTION

Discrimination against and harassment of school employees because of race, color, sex, religion, ancestry or national origin, age, sexual orientation, appearance, family and/or marital status, or disability are prohibited.

Discrimination against and harassment of students because of race, color, sex, religion, ancestry or national origin, age, sexual orientation, appearance, family status, or disability are prohibited. Such conduct is a violation of School Committee policy and may constitute illegal discrimination under state and federal law.

The Joint School Committee directs the school administration to implement a continuing program designed to prevent discrimination against all applicants, employees, students and individuals with disabilities having access rights to school premises and activities. The Maine Indian Education's Affirmative Action Plan will include designation of a male and female Affirmative Action Officer who will be responsible for ensuring compliance with all federal and state requirements relating to nondiscrimination. The Affirmative Action Officer(s) will have direct access to the Superintendent.

For the purpose of this policy, federal and state laws specifically include, but are not limited to; those related to Indian Self-Determination Act and to Maine Indian Land Claims Settlement and implementation. The Joint School Committee 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.

The School System will require all persons, agencies, vendors, contractors, and other persons and organizations doing business with or performing services for the school district 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 (29U.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

IISC Adopted: 12/17/10  
 ITSC Adopted: 12/17/10  
 PPSC Adopted: 12/17/10