

NONDISCRIMINATION/EQUAL OPPORTUNITY AND AFFIRMATIVE ACTION

The Mt. Blue Regional School District Board is committed to maintaining a workplace and learning environment that is free from illegal discrimination and harassment.

In accordance with applicable Federal and/or State laws and regulations, Mt. Blue Regional School District prohibits discrimination against and harassment of employees, candidates for employment, students and others with rights to admission or access to school programs, and/or activities on the premises on the basis of race, color, sex, sexual orientation, religion, ancestry or national origin, age, 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, Mt. Blue Regional School District prohibits discrimination against school unit employees and candidates for employment on the basis of age, pregnancy, or genetic information.

The Board delegates to the Superintendent the responsibility for implementing this policy. The Mt. Blue Regional School District Affirmative Action Plan will include designation of an Affirmative Action Officer who will be responsible for ensuring compliance with all Federal and State requirements related to nondiscrimination. The Affirmative Action Officer will be appointed by the Superintendent and will be a person with direct access to the Superintendent.

The Superintendent/Affirmative Action Officer shall be responsible for ensuring that notice of compliance with Federal and State civil rights laws is provided to all applicants for employment, employees, students, parents and others, as appropriate.

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)
 Rehabilitation Act of 1973 (Section 504) (29 U.S.C. § 794 et seq.), as
 amended
 Americans with Disabilities Act (42 U.S.C. § 12101 et seq.), as amended
 Maine Human Rights Act of 1972 (5 MRSA § 4571), as amended

Cross Reference: Mt. Blue Regional School District Affirmative Action Plan
 ACAA-Harassment and Sexual Harassment of Students
 ACAB-Harassment and Sexual Harassment of School Employees

Adopted: January 25, 1994

Reviewed: September 17, 1996

Reviewed: January 10, 2000

Revised: February 29, 2000

Revised: February 24, 2009

Reviewed: January 19, 2010

Revised: March 26, 2019