

Nondiscrimination

The Board of Education of the Newburgh Enlarged City School District reaffirms its commitment to nondiscrimination and equal educational and employment opportunities in all of its decisions, programs and activities, as follows:

The Board of Education, its officers, employees and agents, shall not discriminate against any student, employee or applicant on the basis of race, color, creed, gender, national origin, religion, age, economic status, marital status, military status, disability, genetic predisposition or carrier status or sexual orientation in its educational programs or employment practices.

This policy of nondiscrimination includes, but is not limited to:

- a. Access by students to educational programs, counseling services, course offerings, student athletics, student employment assistance, extracurricular activities and other school resources;
- b. Recruitment and appointment of employees, as well as their compensation, benefits, opportunities for advancement and/or terminations.

Any individual who believes that he or she has been discriminated against is encouraged to inform the appropriate official designated by the School District to hear such complaints of alleged discrimination. The designated official shall provide the complainant with information regarding the School District's policy prohibiting discrimination and the grievance/complaint procedures available to such individual.

The Superintendent of Schools shall develop regulations to implement this policy.

Students and parents/guardians will receive annual notification of the District's grievance procedure for resolving complaints. This notice shall include the names, addresses and telephone numbers of the individuals responsible for handling complaints and grievances regarding discrimination.

Ref: Title VI, Civil Rights Act of 1964

Title VII, Civil Rights Act of 1964, as amended by the Equal Employment Opportunity Act of 1972

Executive Order 11246, as amended by E.O. 11375 Equal Pay Act, as amended by the Education Amendments of 1972

Title IX, Education Amendments of 1972

Rehabilitation Act of 1973, §504

Individual with Disabilities Education Act (IDEA)

Americans with Disabilities Act (ADA)

Age Discrimination in Employment Act (ADEA)

EEOC Guidelines (29 CFR Part 1609.1 and 1609.2)

New York State Human Rights Law (Executive Law, Article 15)