SUBJECT: NON-DISCRIMINATION

Notice of Non-discrimination

The West Irondequoit Central School District does not discriminate on the basis of an individual's actual or perceived race, color, weight, national origin, ethnic group, religion, disability, age, sex, sexual orientation or gender identity, political affiliation, familial status, military status, veteran status, domestic violence victim status, arrest or conviction record (except as permitted by law), genetic information or any other basis prohibited by New York State and/or federal non-discrimination laws in its programs and activities. In addition, it provides equal access to the Boy Scouts and other designated patriotic youth groups.

Civil Rights Compliance Officer

The Board will annually appoint a Civil Rights Compliance Officer whose duties will include coordinating efforts to comply with and carry out District responsibilities with respect to all provisions of its non-discrimination policies and procedures. The Board will also appoint at least one alternate Compliance Officer to assure one male and one female officer is available to respond to complaints or reports of discrimination or harassment.

Public Notification

Prior to the beginning of each school year, the District will issue an appropriate public announcement which advises students, parents, employees and the general public that all employment and educational opportunities the District operates will be offered consistent with the terms of this non-discrimination policy. In addition, the District will include its Notice of Non-discrimination in other bulletins, announcements, publications, catalogs, application forms, or other recruitment materials that are made available to participants, students, applicants, or employees.

Complaint Procedures

The Superintendent will establish and maintain procedures for reporting, investigating, and resolving all complaints, grievances, allegations, reports or other issues relating to discrimination and/or harassment.

SUBJECT: NON-DISCRIMINATION

The procedures authorized through this policy will provide for prompt, thorough, equitable, and objective investigation and resolution of issues. They will also establish levels of appeal for dissatisfied parties up to and including appeal to the Board of Education. (See Regulation 1430R.)

The Superintendent and/or designees will continuously monitor the procedures for effectiveness and efficiency and will make whatever adjustments will enhance their ability to meet their goals.

Age Discrimination in Employment Act, 29 United States Code (USC) Section 621
Americans With Disabilities Act, 42 United States Code (USC) Section 12101 et seq.
- Prohibits discrimination on the basis of disability.
- Section 504 of the Rehabilitation Act of 1973, 29 United States Code (USC) Section 794 et seq.
- Prohibits discrimination on the basis of disability.
- Title VI of the Civil Rights Act of 1964, 42 United States Code (USC) Section 2000-d et seq.
- Prohibits discrimination on the basis of race, color or national origin.
- Title VII of the Civil Rights Act of 1964, 42 United States Code (USC) Section 2000-e et seq.
- Prohibits discrimination on the basis of race, color, religion, sex or national origin.
- Title IX of the Education Amendments of 1972, 20 United States Code (USC) Section 1681 et seq.
- Prohibits discrimination on the basis of sex.
- Civil Rights Law Section 40-c
- Prohibits discrimination on the basis of race, creed, color, national origin, sex, sexual orientation, marital status or disability.
- New York State Human Rights Law, Executive Law Section 290 et seq.
- Prohibits discrimination on the basis of age, race, creed, color, national origin, sex, sexual orientation, disability, military status, marital status, or recognized guide dogs, hearing dogs or service dogs.
Military Law Sections 242 and 243

Adopted: 03-19-15