

AC: NONDISCRIMINATION/EQUAL OPPORTUNITY AND AFFIRMATIVE ACTION

The school district does not discriminate on the basis of sex and other protected categories in its education programs and activities, as required by federal and state laws and regulations.

The school district prohibits discrimination, including harassment, of school employees on the basis of:

- Race;
- Sex, sexual orientation, gender identity, sex stereotypes, sex characteristics, pregnancy or related conditions;
- Parental, family, or marital status;
- Color;
- Religion;
- Ancestry or national origin;
- Age;
- Disability; and
- Genetic information.

The school district prohibits discrimination, including harassment, of students on the basis of:

- Race (including traits associated with race involving hair texture, Afro hairstyles and protective hairstyles such as braids, twists, and locks);
- Sex, sexual orientation, gender identity, sex stereotypes, sex characteristics, pregnancy or related conditions;
- Parental, family, or marital status;
- Color;
- Religion;
- Ancestry or national origin; and
- Disability.

The Board directs the school administration to implement a continuing program designed to prevent discrimination against all applicants, employees, students, and other individuals having access rights to school premises, programs, and activities.

The school district has designated and authorized a Title IX Coordinator who is responsible for ensuring compliance with all federal and state requirements prohibiting discrimination, including sexual/sex-based harassment. The Title IX Coordinator is a person with direct access to the Superintendent.

Mr. Robert DeColfmacker, Chairman
Mr. Bob Ouellette, Vice Chairman
Mrs. Sandra Taliaferro
Mrs. Brennan Peaslee
Mrs. Mary Collins

Adopted by the Board: *13 August 2024*

The school district has implemented complaint procedures for resolving complaints of discrimination and harassment under this policy. The school district provides required notices of non-discrimination policies and complaint procedures, how they can be accessed, and the school district's compliance with federal and state civil rights laws and regulations to all applicants for employment, employees, students, parents, and other interested parties.

Legal References: Equal Employment Opportunity Act of 1972 (P.L. 92-261), amending Title VII of the Civil Rights Act of 1965, 42 U.S.C. §§ 2000e to 2000e-17.
 Title IX of the Education Amendments of 1972 (Title IX), 20 U.S.C. §§ 1681-1688, as amended by 34 C.F.R. § 106.
 Title VI of the Civil Rights Act of 1964, 42 U.S.C. §§ 2000d to 2000d-7.
 Age Discrimination in Employment Act, 29 U.S.C. §§ 623-634.
 Equal Pay Act of 1963, 29 U.S.C. § 206.
 Section 504 of the Rehabilitation Act of 1973 (Section 504), 29 U.S.C. § 794, as amended by 34 C.F.R. § 104.7.
 Americans with Disabilities Act, 42 U.S.C. §§ 12101-12213, as amended by 28 C.F.R. § 35.107.
 Genetic Information Nondiscrimination Act of 2008, 29 U.S.C. §§ 2000ff to 2000ff-11.
 Pregnant Workers Fairness Act, 42 U.S.C. §§ 2000gg to 2000gg-6.
 New Hampshire Human Rights Act, RSA 354-A:7, 354-A:27-28

Cross References: Wakefield School District Non-Discrimination Plan
 ACAA- Harassment of Students
 ACAA-R1 – Student Discrimination and Harassment Complaint Procedure
 ACAA-R2 – Student Sex Discrimination/Harassment Complaint Procedure
 ACAB – Harassment of Employees
 ACAB-R1 – Employee Discrimination and Harassment Complaint Procedure
 ACAB-R2 – Employee Sex Discrimination/Harassment Complaint Procedure
 GBGB – Workplace Bullying
 JICK – Bullying
 JIE – Pregnant Students

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