

## NONDISCRIMINATION

FILE: AC

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### **Purpose:**

To affirm the Board of Education's commitment to maintaining an environment where all students and staff members conduct themselves in a manner built on mutual respect.

To affirm the Board of Education's position that it regards all acts of illegal discrimination to be unacceptable and intolerable and in particular those based on race, color, national origin, religion, gender, age, marital status, socio-economic status, sexual orientation, physical characteristics or disability.

### **Definitions:**

N/A

### **Policy Statement:**

The Board of Education of Allegany County does not discriminate on the basis of race, color, national origin, religion, gender, age, marital status, socio-economic status, sexual orientation, physical characteristics or disability in matters affecting employment, admission to or treatment in providing access to programs. This policy will prevail in all matters concerning staff, students, educational programs and services, and individuals with whom the Board of Education does business.

In keeping with the requirements of federal and state law, Allegany County Schools will strive to remove any vestige of discrimination in employment, assignment, and promotion of personnel, and in educational opportunities and services offered students.

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<b>Legal Reference</b>	Civil Rights Act of 1964  Equal Pay Act  Title IX Rehabilitation Act of 1973  Americans with Disabilities Act of 1990	Title VI Title VII, as amended by the Equal Employment Opportunity Act of 1972 Executive Order 11246, as amended by E.O. 11375 Education amendments, of 1972  Education Amendments of 1972	
<b>Policy History</b>	<b>Adopted</b> June 13, 1995	<b>Reviewed</b>	<b>Revised</b> – May 10, 2005, 1 <sup>st</sup> Reading June 14, 2005 2 <sup>nd</sup> Reading