

**Purpose**

To state the Board’s position regarding nondiscrimination in employment

**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. 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 all instances, personnel actions will be based upon the principles of merit. The Board of Education commits itself to a program of equal employment opportunity. This policy shall address all employment practices including recruitment, hiring, transfer, promotion, training, compensation, benefits, layoff and termination.

Implementation of this policy ensures compliance with the rules and regulations set forth in the Americans with Disabilities Act of 1990, Section 504 of the Rehabilitation Act of 1973, and Title IX of the 1972 Education Amendment.

<b>Legal Reference</b>			
<b>Policy History</b>	<b>Adopted</b>	<b>Reviewed</b>	<b>Revised</b> Jan. 9, 2007, 1 <sup>st</sup> Reading Feb. 13, 2007, 2 <sup>nd</sup> Reading March 13, 2007, 2 <sup>nd</sup> Reading