

Regional School Unit 73	CODE: AC Page: 1
SUBJECT: NONDISCRIMINATION /EQUAL OPPORTUNITY AND AFFIRMATIVE ACTION	
DATE OF ORIGINAL POLICY:	April 3, 1979
DATE OF NEXT REVIEW:	2021
CANCELS POLICY CODE:	None
REVISION DATE:	December 4, 1977, April 13, 2006
JURISDICTION:	RSU 73

Discrimination against and harassment of school employees because of race, color, sex, sexual orientation, religion, ancestry or national origin, age, or disability are prohibited. Discrimination against and harassment of students because of race, color, sex, sexual orientation, religion, ancestry or national origin, or disability are prohibited.

RSU 73 directs the school administration to implement a program designed to prevent discrimination against all applicants, employees, students and individuals including those with disabilities having access rights to school premises and activities. The RSU 73 Affirmative Action Plan will include designation of an Affirmative Action Officer who will be responsible for ensuring compliance with all federal and state requirements relating to non discrimination. The Affirmative Action Officer will be a person with direct access to the Superintendent.

The Committee directs the administration to provide notice of compliance with federal and state civil rights laws to all applicants for employment, employees, students, parents, and other interested persons, as appropriate.

RSU 73 will require all persons, agencies, vendors, contractors, and other persons and organizations doing business with or performing services for the school unit to subscribe to all applicable federal and state laws pertaining to contract compliance.

Legal Reference: Equal Employment Opportunities Act of 1972 (P.L. 92-261) amending Title VII of the Civil Rights act of 1964 (42 U.S.C. & 2000(e) et seq.)
Title IX of the Education Amendments of 1972 (20 U.S.C. & 1681 et seq.)
Title VI of the Civil Rights Act of 1964 (P.L. 88-352)
Age Discrimination in Employment Act of 1967 (29 U.S.C. & 621 et seq.)
Equal Pay Act of 1963 (29 U.S.C. & 206)
Vocational Rehabilitation Act of 1973 (29 U.S.C. & 794 et seq.)
Americans with Disabilities Act (42 U.S.C. & 12101 et seq.)
Maine Human Rights Act of 1972 (5 MRSA 4571, 4572 & 4551) as amended

Cross Reference: ACAA Harassment and Sexual Harassment of Students

Adopted: April 13, 2017