

**FILE: AC**

**NONDISCRIMINATION/EQUAL OPPORTUNITY AND  
AFFIRMATIVE ACTION**

M.S.A.D. No. 75 does not discriminate on the basis of sex or other protected categories in its education programs and activities, as required by federal and State Laws/regulations.

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

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

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 and activities.

M.S.A.D. No. 75 has designated and authorized the Human Resources Director as the Human Resources Director/Affirmative Action Officer/Title IX Coordinator. This individual will be responsible for ensuring compliance with all federal and state requirements relating to nondiscrimination, including sexual harassment. The Human Resources Director/Affirmative Action Officer/Title IX Coordinator is an employee with direct access to the Superintendent.

M.S.A.D. No. 75 has implemented complaint procedures for resolving complaints of discrimination/harassment and sexual harassment under this policy. The District provides required notice of these complaint procedures and how they can be accessed, as well as the school unit's compliance with federal and State civil rights laws and regulations to all applicants for employment, employees, students, parents and other interested parties.

Inquiries and/or grievances concerning this policy should be directed to the following:

Human Resources Director/Affirmative Action Officer/Title IX Coordinator

M.S.A.D. No. 75

50 Republic Avenue

Topsham, Maine 04086

Phone: 207-729-9961

Maine Human Rights Commission

51 State House Station

Augusta, Maine 04330

Phone: 207-624-6290

U.S. Department of Education

Office for Civil Rights

U.S. Department of Education  
5 Post Office Square, 8<sup>th</sup> Floor  
Boston, Massachusetts 02109-3921  
Phone: 617-289-0111

Legal Reference: Equal Employment Opportunity 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.);  
34 C.F.R. Part 106 (Title IX regulations)  
Title VI of the Civil Rights Act of 1964 (42 U.S.C. §2000d)  
Age Discrimination in Employment Act of 19067 (29 U.S.C. §621 et seq.)  
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 et seq.), as amended  
Americans with Disabilities Act (42 U.S.C. § 12101 et seq.), as amended  
Genetic Information Nondiscrimination Act of 2008 (42 U.S.C. § 2000ff  
et seq.)  
Maine Human Rights Act (5 MRSA § 4551 et seq.), as amended

Cross Reference: M.S.A.D. No. 75 Affirmative Action Plan  
ACAA – Harassment and Sexual Harassment of Students  
ACAA-R – Student Discrimination/Harassment and Title IX Sexual  
Harassment Complaint Procedures  
ACAB – Harassment and Sexual Harassment of School Employees  
ACAB-R – Employee Discrimination/Harassment and Title IX Sexual  
Harassment Complaint Procedures

<b>FIRST READING:</b>	<b>No dates on current AC</b>
<b>SECOND READING:</b>	<b>No dates on current AC</b>
<b>ADOPTION:</b>	<b>No dates on current AC</b>
<b>FIRST READING OF REVISIONS:</b>	<b>October 8, 2020</b>
<b>SECOND READING OF REVISIONS:</b>	<b>October 22, 2020</b>
<b>ADOPTION OF REVISIONS:</b>	<b>October 22, 2020</b>

*/bb/PolicyACAffirmativeActionApproved*