

**RSU #63**

- a. **NEPN/NSBA Code:** AC
  - b. **Title:** Nondiscrimination/Equal Opportunity and Affirmative Action
  - c. **Author:** Superintendent/Board of Directors
  - d. **Replaces Policy:**
  - e. **Date Approved:** 12/20/2021RSU #63
  - f. **Previously Approved:** 02/22/2021
  - g. **Policy Expiration:** Review as Needed
  - h. **Responsible for Review:** Superintendent/Board of Directors
  - i. **Date Reviewed:** 11/30/2021 Policy Committee  
11/22/2021 Superintendent
  - j. **References:** EEO 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 1967 (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:** RSU 63 Affirmative Action Plan  
ACAA-Harassment and Sexual Harassment of Students  
ACAA-R – Student Discrimination/Harassment and Title IX  
Sexual Harassment Compliant Procedures  
ACAB – Harassment and Sexual Harassment of School Employees  
ACAB-R – Employee Discrimination/Harassment and Title IX  
Sexual Harassment Complaint Procedures
- k. **Narrative:**

The RSU #63 Board of Directors (the Board) is committed to maintaining a workplace and learning environment that is free from illegal discrimination and harassment. RSU #63 (the District) 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/regulation.

- I.** In accordance with applicable Federal and/or State civil rights laws and regulations, the District prohibits discrimination and harassment of employees, candidates for employment, students, and others on the basis of race, color, sex, sexual orientation, gender identity, religion, ancestry or national origin, age, familial status, disability, or genetic information. For the purpose of this policy, “sexual orientation” means a person’s actual or perceived bisexuality, homosexuality, gender identity, or expression.
- II.** The Board directs the Superintendent 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.
- III.** It is the responsibility of the Superintendent to implement this policy. The District’s Affirmative Action Plan will include designation of an Affirmative Action Officer/Title IX Coordinator who will be responsible for ensuring compliance with all Federal and State requirements related to nondiscrimination including sexual harassment. The Affirmative Action Officer/Title IX Coordinator will be appointed by the Superintendent, identified on the District website, and be a person with direct access to the Superintendent.
- IV.** The District implements complaint procedures for resolving complaints of discrimination/harassment and sexual harassment under this policy. The District provides required notices of these complaint procedures and how they can be accessed as well as the District’s compliance with federal and state civil rights laws and regulations to all applicants for employment, employees, students, parents, and other interested parties.
- V.** The Superintendent/Affirmative Action Officer/Title IX Coordinator is responsible for ensuring notice of compliance with applicable Federal and/or State civil rights laws and regulations is provided to all applicants for employment, employees, students, parents, and other interested persons, as appropriate.
- VI.** The Board urges all staff members to be especially alert to and avoid the use of sexist or other discriminatory language in all communications, both oral and written.