

EQUAL OPPORTUNITY

P0100

The Board of Education, its officers and employees, will not discriminate against any student, employee, or applicant for employment on the basis of race, color, sex, national origin, creed or religion, marital status, handicapping condition or age.

The Board remains committed to this policy in all of its practices.

The district will establish and maintain an atmosphere in which all children can develop attitudes and skills for effective, cooperative living, including:

1. respect for individuals regardless of economic status, intellectual ability, race, national background, religion, disability, sex or age;
2. respect for cultural differences;
3. respect for economic, political, social rights of others; and
4. respect for the right of others to seek and maintain their own identities.

In an effort to promote good human relations, the district will encourage removal of any vestige of prejudice and discrimination. The district will continue to take affirmative action to make opportunities available for employment and promotion to every individual based solely on the basis of her or his qualifications.

Series 4000 includes the following policies: Non-Discrimination on the Basis of Sex or Disability in Education Program and Activities (P4020) and Procedure for Lodging Complaint Regarding Compliance with Prohibition of Sex or Disability Discrimination (AR4020).

EQUAL EMPLOYMENT OPPORTUNITY

The Board of Education will ensure equal employment opportunities for all employees regardless of race, color, national origin, creed, religion, handicap, sex, or age. The Board has an obligation to refrain from discriminating in terms of hiring, promotion, discharge, or discipline. Grievance procedures provide for the prompt and equitable resolution of complaints alleging discrimination.

ANTI-DISCRIMINATION

The Burnt Hills-Ballston Lake School District does not discriminate in employment or in the education programs and activities which it operates on the basis of sex, race or handicap in violation of Title IX of the Education Amendments of 1972, Title VII of the Civil Rights Act of 1964, Section 504 of the Rehabilitation Act of 1973, or the Americans with Disabilities Act.

COMPLAINT PROCEDURE

SECTION I

If any person believes that the school district or any of the district's staff has failed to apply or has inadequately applied the principles or regulations of (1) Title IX of the Education Amendments of 1972 (2) Title VII of the Civil Rights Act of 1964, (3) Section 504 of the Rehabilitation Act of 1973, or (4) the Americans with Disabilities Act, that person may bring forward a complaint, to the district's Title IX Compliance Officer.

SECTION II

The complainant shall discuss the grievance informally with the compliance officer, who shall investigate the complaint and respond in writing to the complainant within 5 working days.

The complainant may thereafter initiate formal procedures according to the following steps:

- Step 1: A written statement of the complaint signed by the complainant shall be submitted to the compliance officer within 10 calendar days of receipt of the response to the grievance. The compliance officer shall further investigate the matters contained in the complaint and shall reply in writing to the complainant within 10 calendar days.
- Step 2 If the complainant wishes to appeal the decision of the compliance officer, the complainant may submit a signed statement of appeal to the Superintendent within 10 calendar days after receipt of the compliance officer's response. The superintendent shall meet with the complainant and any representative and make such other inquiries, which the Superintendent deems appropriate. Thereafter, the Superintendent shall set forth a conclusion and respond in writing to the complainant within 10 calendar days.
- Step 3 If the complainant is not satisfied with the conclusion of the Superintendent, the complainant may appeal through a signed, written statement to the Board of Education within 7 calendar days of receipt of the Superintendent's response in step 2. In an attempt to resolve the complaint, the Board of Education shall meet with the complainant and any representative within 30 calendar days of receipt of such an appeal. The Board's written disposition of the appeal shall be sent to the complainant within 10 calendar days of this meeting.
- Step 4 If the complaint has not been satisfactorily settled at step 3, further appeal may be made to the Office of Civil Rights, Department of Education, Washington, D.C, 20201.

SECTION III

The compliance officer, on request, will provide a copy of the district's complaint procedure to any employee or student of the district.

A copy of each of the Acts and Regulations upon which this notice is based will be made available upon written request directed to the district's compliance officer.

The words "person" and "complainant" shall include an employee as well as a student of the district.

PUBLICATION

The school district shall promulgate this policy as follows:

- A copy of this policy shall be included in the faculty handbook.
- This policy shall be included in the district's student handbook.
- This policy shall be included in the district calendar.

EQUAL EDUCATIONAL OPPORTUNITIES

Each student will have equal educational opportunities and will not be excluded from participating in or having access to any course offerings, school services or activities on the basis of race, color, national origin, ethnicity, religion, religious practice, weight, age, marital status, genetic predisposition, carrier status, disability, sexual orientation, gender or sex.

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