**Hancock Central School 0100**

**EQUAL OPPORTUNITY AND NONDISCRIMINATION**

The Board of Education, its officers and employees, shall not discriminate in employment or in the education programs and activities which it operates on the basis actual or perceived sex, race, color, national origin, creed, religion, marital status, age or disability, military status, sexual orientation, gender (identity, expression) ethnic group religious practice, or weight as mandated by Dignity for All Student Act.

This policy of nondiscrimination includes access by students to educational programs, counseling services for students, course offerings, and student activities, as well as recruitment and appointment of employees and employment pay, benefits, advancement and/or terminations.

*Annual Notification*

At beginning of each school year, the district shall publish a notice of the established grievance procedures for resolving complaints of discrimination to parents/guardians, employees, eligible students and community. The public notice shall:

1. Inform parents, employees, students and the community that education programs, including but not limited to vocational programs, are offered without regard to sex, race, color, national origin or disability;
2. Provide the name, address and telephone number of the person designated to coordinate activities concerning discrimination; and
3. Be included in announcements, bulletins, catalogues, and applications made available by the district.

The Superintendent of Schools has been designated to handle inquiries regarding the district’s non-discrimination policies. Contact information for the (insert title) is available on the district’s website. Complaints of sexual harassment or discrimination are covered by policy 0110.

The Board authorizes the Superintendent of Schools to establish such rules, regulations and procedures necessary to implement and maintain this policy.

Cross-ref: 0110, Sexual Harassment

5030, Student Complaints and Grievances

9140.1, Staff Complaints and Grievances

Ref: Americans with Disabilities Act, 42 U.S.C. §12101 *et seq.*

Title IV, Civil Rights Act of 1964, 42 U.S.C. §2000d *et seq.* (nondiscrimination based on race, color, and national origin in federally assisted programs)

Title VII, Civil Rights Act of 1964, 42 U.S.C. §2000e *et seq.* (nondiscrimination based on race, color, and national origin in federally assisted programs)

Title IX, Education Amendments of 1972, 20 U.S.C. §1681 *et seq.* (nondiscrimination based on sex)

§504, Rehabilitation Act of 1973, 29 U.S.C. §794

Individuals with Disabilities Education Law, 20 U.S.C. §1400 *et seq.*

Genetic Information Nondiscrimination Act of 2008 P.L. 110-233

34 C.F.R. §§ 100.6, 104.8, 106.9, 110.25

Executive Law §290 *et seq.* (New York State Human Rights Law)

Education Law §§313(3), 3201, 3201-a

Adopted: 05/10/2010

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