

(X) Required

() Local

() Notice

EQUAL OPPORTUNITY

The Board of Education, its officers and employees, shall not discriminate against any student, employee or applicant in its programs and activities on the basis of actual or perceived race, color, weight, national origin, ethnic group, creed, religion, religious practice, marital status, sex, age, sexual orientation, disability gender (including gender identity and expression) or predisposing genetic characteristic. Discrimination includes harassment as well. Harassment based on these characteristics is not only a form of unlawful discrimination, but is also a form of misconduct which will not be tolerated in the BOCES learning and work environment.

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. Further, the BOCES shall provide equal access to the Boy Scouts and other designated youth groups.

The BOCES official responsible for the coordination of activities relating to compliance with Title IX, Title VI and Section 504 is the District Superintendent of Schools and/or his/her designee, Board of Cooperative Educational Services of Albany-Schoharie-Schenectady-Saratoga, 1031 Watervliet-Shaker Road, Albany, New York, telephone number (518) 862-4910. This official will provide information, including compliant procedures, to any student or employee who feels that his/her rights under Title IX, Title VI and Section 504 may have been violated by the BOCES or its officials.

All complainants and those who participate in the investigation of a complaint in conformity with state law and BOCES policies, who have acted reasonably and in good faith, have the right to be free from retaliation of any kind.

The Board authorizes the District Superintendent of Schools or his/her designee to establish such rules, regulations and procedures necessary to implement and maintain this policy.

Cross-ref: 0110, Sexual Harassment
5020.3, Rights of Students with Disabilities under Section 504
5030, Student Complaints and Grievances
9140.1, Staff Complaints and Grievances

Ref: Americans with Disabilities Act, 42 U.S.C. §12101 *et seq.*
Title VI, Civil Rights Act of 1964, 42 U.S.C. §2000d *et seq.*
Title VII, Civil Rights Act of 1964, 42 U.S.C. §2000e *et seq.*
Title IX, Education Amendments of 1972, 20 U.S.C. §1681 *et seq.*
§504, Rehabilitation Act of 1973, 29 U.S.C. §794
Individuals with Disabilities Education Law, 20 U.S.C §§1400 *et seq.*
Executive Law §290 *et seq.* (New York State Human Rights Law)
Education Law §§313(3), 3201, 3201-a

Adoption date: June 15, 2009
Amended: May 21, 2012
Amended: May 19, 2014