

## EQUAL OPPORTUNITY EMPLOYMENT

The District will recruit and consider candidates without regard to gender, sexual orientation, race, color, religion, nationality, ethnic origin, age, or disability. When there are opportunities for promotions and qualifications are equal, consideration will be given first to employees.

The District will employ individuals who meet the physical and mental requirements, and who have the education, training, and experience established as necessary for the performance of the job without regard to gender, sexual orientation, race, color, religion, nationality, ethnic origin, age, or disability, except for reasons related to ability to perform the requirements of the job.

Inquiries, complaints, and other communications relative to this policy and to the applicable laws and regulations concerned with non-discrimination shall be received by the Superintendent or his/her designee.

This policy of non-discrimination is applicable to all persons employed or served by the district. Any complaints or alleged infractions of the policy, law or applicable regulations will be processed through the grievance procedure. This policy implements **20 U.S.C. § 1400 *et seq.* (and any subsequent amendments or reauthorizations of this law)**, Section 504 of the Rehabilitation Act of 1973, Title II of the American with Disabilities Act, Title VI or VII of the Civil Rights act of 1964, Title IX of the Education Amendments of 1972, and the laws of New Hampshire pertaining to non-discrimination.

### Legal Reference:

*RSA 354 - A:7, Unlawful Discrimination Practices*

*20 U.S.C. § 1400 et seq., Individuals with Disabilities Education Improvement Act, 2004  
Section 504 of the Rehabilitation Act of 1973*

*28 C.F.R. Part 35, Nondiscrimination on the Basis of Disability in State and Local  
Government Services*

*42 U.S.C. § 2000d, Civil Rights Act of 1964*

*20 U.S.C. § 1681-1688, Title IX, Education Amendments of 1972*

1<sup>st</sup> Reading: November 6, 2006

2<sup>nd</sup> Review: November 20, 2006

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