

NONDISCRIMINATION/EQUAL OPPORTUNITY AND AFFIRMATIVE ACTION

The South Portland Board of Education is committed to maintaining a workplace and learning environment that is free from illegal discrimination and harassment.

In accordance with applicable Federal and/or State laws and regulations, the South Portland School Department prohibits discrimination against and harassment of employees, candidates for employment, students and others with rights to admission or access to school programs, activities or premises on the basis of race, color, sex, sexual orientation, religion, ancestry or national origin, age, disability, or genetic information.

The Board of Education directs the Superintendent to conduct a continuing program to implement this policy. The South Portland School Department Affirmative Action Plan will include designation of an Affirmative Action Officer who will be responsible for ensuring compliance with all Federal and State requirements relating to nondiscrimination. The Affirmative Action Officer will be a person with direct access to the Superintendent.

The Board directs the administration to provide notice of compliance with Federal and State civil laws to all applicants for employment, employees, students, parents, and other interested persons, as appropriate.

The South Portland School Department will require all persons, agencies, vendors, contractors, and other persons and organizations doing business with or performing services for the school department to subscribe to all applicable Federal and State laws pertaining to contract compliance.

Legal Reference: Equal Employment Opportunities 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. § 16881 et seq.)
Title VI of the Civil Rights Act of 1964 (P.L. 88-352)
Age Discrimination in Employment Act of 1967 (29 U.S.C. § 621 et seq.)
Equal Pay Act of 1963 (29 U.S. C. § 206)
Vocational Rehabilitation Act of 1973 (20 U.S.C. § 12101 et seq.)
Americans with Disabilities Act (42 U.S.C. § 12101 et seq.)
Maine Human rights Act of 1972 (5 MRSA § 4571), as amended Code of Ordinances, City of South Portland, Maine, Article VI Discrimination Based on Sexual Orientation
Genetic Information Nondiscrimination Act of 2008

Cross Reference: South Portland Department Affirmative Action Plan
ACAA Harassment and Sexual Harassment of Students
ACAB Harassment and Sexual Harassment of School Employees

Adopted: October 13, 1980
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