

SURRY SCHOOL BOARD POLICY

Policy AC: Non-Discrimination

It is the policy of the School Board that there shall be no discrimination on the basis of age, sex, gender identity, race, creed, color, religion, marital status, familial status, sexual orientation, national ethnic origin, economic status, or disability for employment in, participation in, admission/access to, or operation and administration of any educational program or activity in the School District.

The District will not discriminate against any employee who is a victim of domestic violence, harassment, sexual assault, or stalking.

The Superintendent or designee will receive all inquiries, complaints, and other communications relative to this policy and the applicable laws and regulations concerned with non-discrimination.

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. The Superintendent or designee is authorized to develop procedures to implement this policy, including but not limited to, a grievance procedure. Each receiving school also has grievance procedures that may also be applicable to Surry students.

Grievance Procedure.

1. Surry residents may contact the Superintendent of the Surry School District to discuss concerns relative to discrimination and school district policy.
2. If the issue is not resolved after the informal resolution process, the complainant may request that the Board places this matter on its agenda. This request will be made through the Superintendent. If the Board schedules the matter for a hearing, the complainant may be represented by any person the complainant chooses, including legal counsel. The complainant may present information through documents and other evidence and witnesses and may examine witnesses presented by the School District.
3. Within ten (10) working days of either of the above options, a written record should be made of the decision. Both parties will receive a copy of the written record. The Superintendent will keep a copy on file.

This policy implements PL 94-142, 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 References: RSA 193:38, Discrimination in Public Schools
RSA 193:39, Discrimination in Public Schools
RSA 354-A:6, Opportunity for Employment without Discrimination
RSA 354-A:7, Unlawful Discriminatory Practices
The Age Discrimination in Employment Act of 1967
Title II of the Americans with Disabilities Act of 1990
The Civil Rights Act of 1964 (15 or more employees)
RSA 186:11, XXXIII, Discrimination
RSA 275:71, Prohibited Conduct by Employer
ED 306

First Reading: 7/15/2024

Second Reading: 8/19/2024

Adopted: 8/19/2024