

NON-DISCRIMINATION

The Nashua Board of Education reaffirms its position of nondiscrimination on the basis of race, color, national origin, religion, sex, sexual orientation, disability, and age in admission to, access to, treatment in, or employment in the services, programs, and activities of the Nashua School District. The Nashua Board of Education reaffirms its commitment to comply with the provisions of Title VI and VII of the Civil Rights Act of 1964 (Title VI and Title VII), Title IX, of the Education Amendment of 1972 (Title IX), Section 504 of the Rehabilitation Act of 1973 (Section 504), the Americans with Disabilities Act (ADA), the Age Discrimination Act of 1975 (Age Act), and RSA 354-A. The Nashua Board of Education and the administration of the Nashua School District will continue to implement steps to inform participants, beneficiaries, applicants, employees (e.g., administrators, faculty, staff), and other interested parties of its intent to comply with Titles VI, VII, and IX, Section 504, the ADA the Age Act, and NH RSA 354-A.

This policy should be read in conjunction with POPPS policy 1216, *Sexual Harassment*. Progressive discipline is not obligatory in cases involving a violation by employees or students of this policy or POPPS policy 1216, *Sexual Harassment*.

The Nashua Board of Education's/Nashua School District's coordinator for compliance with Titles VI, VII, and IX, Section 504, the ADA, the Age Act, and NH RSA 354-A is the District Discrimination Complainant Manager: Dana O’Gara, Director of Human Resources, Administrative Office, 141 Ledge Street, Nashua, New Hampshire 03060, telephone (603) 966-1000.

Short Form – Recommended for permanent flyers and posters, small pamphlets and employment applications.

The Nashua Board of Education reaffirms its position of compliance with applicable State and Federal laws of nondiscrimination on the basis of race, color, national origin, religion, sex, sexual orientation, disability, and age in admission to, access to, treatment in, or employment in the services, programs, and activities of the Nashua School District.

R 02/12/79

R 10/30/89

R 08/17/92

R 12/20/93

R/Bd Approved 01/27/97

R/Bd Approved 03/30/98

Reviewed/Bd Approved 03/25/02