

NON-DISCRIMINATION

The Nashua Board of Education affirms its commitment to and compliance with all applicable state and federal nondiscrimination laws. (see below) In accordance with state, federal and USDA regulations and policies for institutions participating in or administrating USDA programs are prohibited from discrimination based on race, color, national origin, religion, sex, gender identity (including gender expression), sexual orientation, physical or mental disability, age, marital status, family/parental status, genetic information, income derived from a public assistant program, being a victim of domestic violence, political beliefs and reprisal or retaliation for prior civil rights activity in any program or activity conducted or funded by the USDA.

The Director of Human Resources, Administrative Office, 141 Ledge Street, Nashua, New Hampshire 03060, telephone (603) 966-1000 will receive all inquiries, complaints, and other communications, oral or written, relative to this policy and the applicable laws and regulations concerned with non-discrimination. This policy applies to all persons employed or served by the District.

All complaints will prompt an investigation. Once the investigation is complete a written report summarizing the allegations and findings will be provided to the Superintendent for further action if any. Inquiries and/or complaints involving students under section 504 of the Rehabilitation Act are to be directed to the school 504 coordinator.

Civil Right Inquires and/or complaints involving students and the USDA Food Service program are to be directed to the Food Service Director. The state agency will be notified when a complaint is submitted to the Nashua School District.

All schools and school buildings will display all state and federal non-discrimination posters including the USDA "And Justice for All" poster in the cafeteria.

Any individual with a complaint should go through the School District process but may choose to bypass this policy and proceed directly to any of the following agencies pertinent to their complaint as follows:

NH Commission on Human Rights
2 Chenell Drive
Concord, NH 03301
(603) 271-2767

EEOC John F. Kennedy Federal Building
475 Government Center
Boston, MA 03203
(800) 669-4000

USDA Complaints

Complete the USDA Complaint form AD-3027 found online and at any USDA office or you may write a letter. The Nashua School District is willing and able to assist in the completion and submission of all paperwork up to all levels.

USDA, Office of Adjudication
1400 Independence Ave, S.W., Stop 9410
Washington, D.C. 20250-9410

Fax: (202) 690 7442

Phone: (866) 632-9992

Persons with disabilities (202) 720-2600 (voice and TTY)

Federal Relay Service (800) 877-8339

Legal References:

RSA 354-A: 6, Opportunity for Employment without Discrimination a Civil Right

RSA 354-A: 7, Unlawful Discriminatory Practices

RSA-275:71 Prohibited Conduct by Employer – domestic violence victims

The Age Discrimination in Employment Act of 1967

The Age Discrimination Act of 1975

Title IX of the Education Amendments of 1972 (Title IX) – Sexual discrimination and harassment

The Americans with Disabilities Act of 1990 (ADA) and ADAA Amendment

Section 504 of the Rehabilitation Act of 1973

Titles IV, VI and VII of The Civil Rights Act of 1964

Title II of the Genetic Information Non Discrimination Act of 2008 (Title II)

28 CFR 42: Non-discrimination in federally assisted programs

Executive Order 13166 – Access requirements for persons with limited English proficiency

USDA Departmental regulation 4330-2 prohibits discrimination in programs and activities receiving financial assistance from USDA

See Appendix: AC-R

See Board Policy GBAA for detailed investigation process

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