

<h1>POLICY</h1>	2024	1800
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SUBJECT: Equal Opportunity

The Williamson Central School does not discriminate regarding age, sex, creed, race, color, sexual orientation, natural origin, political affiliation, marital status, veteran or military status, genetic information, disabling conditions or any other basis prohibited by state or federal non-discrimination laws, and provides equal access to its facilities to the Boy Scouts and other designated youth groups. The District will also comply with the requirements of the Genetic Information Nondiscrimination Act (GINA). Pursuant to GINA, District officials will not ask for any “genetic information” (as that term is defined in the law) when requesting medical information about employees (for example, in connection with a fitness-for-duty examination).

Additionally, we prohibit retaliation against individuals who oppose such discrimination and harassment or who participate in an equal opportunity investigation. The District is in compliance with Title IX and Human Rights Legislation. This policy on non-discrimination includes the following areas: recruitment and appointment of employees, compensation and benefits; counseling services for students; access of students to educational programs, course offerings, and student activities.

Anyone who believes that he/she was discriminated or retaliated against shall report all incidents of such conduct to the District’s designated complaint officer or the Title IX Coordinator using the procedures set forth in the “Investigation of Complaints of Discrimination, Harassment, Retaliation, Sexual Harassment/Assault, and Sexual Misconduct” regulation [3420R/6170R]. Students who experience sexual harassment and/or discrimination should follow the complaint procedures contained in the District’s Dignity for All Students Act Policy (Policy No. 7492) and Regulation (Regulation No. 7492R).

The District official responsible for the coordination of activities relating to compliance with Title IX is the Assistant Superintendent of Instruction. This official will provide information including complaint procedures to any student or employee who feels that his/her rights under Title IX may have been violated by the District or its officials.

The Superintendent or his/her designee will be responsible for publicizing and disseminating this policy, both internally and externally, and to promulgate regulations associated with filing, investigating and resolving complaints consistent with applicable law.

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SUBJECT: Equal Opportunity (Continued)

Civil Rights Act of 1964, as amended in 1972, Title VI, Title VII – Prohibits discrimination on the basis of race, color and national origin.

Education Amendments of 1972, Title IX (P.L. 92-318)

Section 504 of the Rehabilitation Act of 1973 – Prohibits discrimination on the basis of handicap.

45 CFR, Part 90 (Federal Register, June 4, 1975, August 11, 1975) – Prohibits discrimination regarding age.

Adopted: Board of Education 1987

Approved: Board of Education
May 11, 2005

Approved: Board of Education
January 14, 2009

Approved: Board of Education
October 27, 2010

Approved: Board of Education
January 30, 2013

Approved: Board of Education
April 24, 2014

Approved: Board of Education
January 24, 2018

Approved: Board of Education
May 8, 2024