NONDISCRIMINATION/EQUAL OPPORTUNITY AND AFFIRMATIVE ACTION

M.S.A.D. No. 75 does not discriminate on the basis of sex and other protected categories in its education programs and activities, as required by federal and state laws and regulations.

M.S.A.D. No. 75 prohibits discrimination, including harassment, of school employees on the basis of:

- Race (including traits associated with race involving hair texture, Afro hairstyles and protective hairstyles such as braids, twists, and locs);
- Sex, sexual orientation, gender identity, sex stereotypes, sex characteristics, pregnancy or related conditions;
- Parental, family, or marital status;
- Color;
- Religion;
- Ancestry or national origin;
- Age;
- Disability; and
- Genetic information.

M.S.A.D. No. 75 prohibits discrimination, including harassment, of students on the basis of:

- Race (including traits associated with race involving hair texture, Afro hairstyles and protective hairstyles such as braids, twists, and locs);
- Sex, sexual orientation, gender identity, sex stereotypes, sex characteristics, pregnancy or related conditions;
- Parental, family, or marital status;
- Color;
- Religion;
- Ancestry or national origin; and
- Disability.

The Board directs the school administration to implement a continuing program designed to prevent discrimination against all applicants, employees, students and other individuals having access rights to school premises, program, and activities.

M.S.A.D. No. 75 has designated and authorized an Affirmative Action Officer/Title IX Coordinator who is responsible for ensuring compliance with all federal and state requirements prohibiting discrimination, including sexual/sex-based harassment. The Affirmative Action Officer/Title IX Coordinator is a person with direct access to the Superintendent.

M.S.A.D. No. 75 has implemented procedures for resolving reports and complaints of discrimination and harassment under this policy. The school district provides required notices of non-discrimination policies and procedures, how they can be accessed, and the school district's compliance with federal and state civil rights laws and regulations to all applicants for employment, employees, students, parents, and other interested parties.

LEGAL REFERENCE:

Equal Employment Opportunity Act of 1972 (P.L. 92-261), amending Title VII of the Civil Rights Act of 1965, 42 U.S.C. §§ 2000e to 2000e-17
Title IX of the Education Amendments of 1972 (Title IX), 20 U.S.C. §§ 1681-1688, as amended by 34 C.F.R. § 106
Title VI of the Civil Rights Act of 1964, 42 U.S.C. §§ 2000d to 2000d-7
Age Discrimination in Employment Act, 29 U.S.C. §§ 623-634.
Equal Pay Act of 1963, 29 U.S.C. § 206
Section 504 of the Rehabilitation Act of 1973 (Section 504), 29 U.S.C. § 794, as amended by 34 C.F.R. § 104.7
Americans with Disabilities Act, 42 U.S.C. §§ 12101-12213, as amended by 28 C.F.R. § 35.107
Genetic Information Nondiscrimination Act of 2008, 29 U.S.C. §§ 2000ff to 2000ff-11
Pregnant Workers Fairness Act, 42 U.S.C. §§ 2000gg to 2000gg-6
Maine Human Rights Act, 5 M.R.S.A. §§ 4551-4634 (2023)

CROSS REFERENCE:

M.S.A.D. No. 75 Affirmative Action Plan
ACAA – Harassment and Sexual Harassment of Students
ACAAA – Transgender and Gender Expansive Students
ACAB – Harassment and Sexual Harassment of Employees
GBGB – Workplace Bullying
JICK – Bullying
JIE - Pregnant Students
JFF – Married Students
https://link75.org/about/title-ix

FIRST READING:	(no date on record)
SECOND READING:	(no date on record)
ADOPTION:	(no date on record)
REVISION, FIRST READING:	October 8, 2020
REVISION, SECOND READING:	October 22, 2020
REVISION, ADOPTION:	October 22, 2020
REVISION, FIRST READING:	September 28, 2023
REVISION, SECOND READING:	October 12, 2023
REVISION, ADOPTION:	October 12, 2023
REVISION, FIRST READING:	September 19, 2024
REVISION, SECOND READING:	October 3, 2024
REVISION, ADOPTION:	October 3, 2024
REVISION, FIRST READING:	March 13, 2025
REVISION, SECOND READING:	March 27, 2025
REVISION, ADOPTION:	March 27, 2025