Affirmative Action and Title IX

If you feel you have been discriminated against, contact:

Pamela Fox, Assistant Director of Special Services
Affirmative Action Officer
Title IX Coordinator
Telephone: (207) 862-2774
28A Main Road South
Hampden, ME 04444

AFFIRMATIVE ACTION

RSU#22 is committed to maintaining a workplace and learning environment that is free from illegal discrimination and harassment.

If an employee or student has concerns regarding unlawful harassment or discrimination in the workplace / school district, that person is encouraged to contact the RSU#22 Affirmative Action Officer, Pamela Fox

You also have the right to directly contact the Maine Human Rights Commission at any time:

The Maine Human Rights Commission
State House Station #51
Augusta, ME 04333
Ph: (207) 624-6050
http://www.maine.gov/mhrc

Listed below are RSU#22's policies pertinent to affirmative action.

- Policy AC (Nondiscrimination/Equal Opportunity and Affirmative Action)
- Policy ACAA (Harassment and Sexual Harassment of Students)
- Policy ACAA-R1 (Student Discrimination and Harassment Complaint Procedure)
- Policy ACAA-R2 (Student Sex Discrimination/Harassment Complaint Procedure)
- Policy ACAB (Harassment and Sexual Harassment of School Employees)
- Policy ACAB-R1 (Employee Discrimination and Harassment Complaint Procedure)
- Policy ACAB-R2 (Employee Sex Discrimination and Harassment Complaint Procedure)
- Policy ACAD (Hazing)
- Policy JICK (Bullying)
- Policy JICK-E1 (Bullying & Cyberbullying Reporting Form)
- Policy JICK-E2 (Bullying & Cyberbullying Response Form)
- Policy JICK-E3 (Bullying & Cyberbullying Remediation Form)

Other Links:
RSU#22's

- Affirmative Action Plan
- Maine Department of Education: Bullying and Harassment Prevention
- Maine's Best Practices in Bullying & Harassment Prevention (A Guide for Schools and Communities)

TITLE IX

"No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any educational program or activity receiving Federal financial assistance…" 20 U.S.C. § 1681(a).

Title IX of the Education Amendments of 1972 (20 U.S.C. § 1681et seq.), is a federal civil rights law that prohibits discrimination on the basis of sex in education programs and activities. Under Title IX, discrimination on the basis of sex can include pregnancy discrimination, sexual harassment or sexual violence, such as rape, sexual assault, and sexual coercion. Title IX also requires that equal opportunity in athletics be provided.

Title IX prohibits retaliation for raising a complaint under Title IX or for advocating for a right protected by Title IX.

Individuals with a question or concern are encouraged to contact our district Title IX Coordinator: Pamela Fox

You also have the right to directly contact the U.S. Department of Education's Office of Civil Rights at any time. The Office of Civil Rights is the entity that is charged with enforcing Title IX compliance. Inquiries about these issues may also be referred to:

U.S. Department of Education
Office for Civil Rights (OCR), 8th Floor
Five Post Office Square
Boston, MA 02109-3921
Ph: (617) 289-0111
Fax: (617) 289-0150
Email: ocr.boston@ed.gov