

# Washington West Supervisory Union Model Policy

## Policy C6

### C6: BOARD COMMITMENT TO NON-DISCRIMINATION

#### Policy

The member district schools of the Washington West Supervisory Union: Fayston Elementary School, Harwood Union High School, Moretown Elementary School, Waitsfield Elementary School, Warren Elementary School, and the Waterbury/Duxbury Union School District (Crossett Brook Middle School and Thatcher Brook Primary School) will not unlawfully discriminate against any person or group on the basis of race, color, religion (creed), ancestry, national origin, place of birth, sex, sexual orientation, gender identity, disability, age, or marital status.

#### Notice of Non-Discrimination

Applicants for admission and employment, students, parents, employees, sources of referral of applicants for admission and employment, and all unions or professional organizations holding collective bargaining or professional agreements with the member district schools of the Washington West Supervisory Union are hereby notified that the member district schools of the Washington West Supervisory Union do not discriminate on the basis of race, color, religion (creed), ancestry, national origin, place of birth, sex, sexual orientation, gender identity, disability, age, or marital status in admission or access to, or treatment or employment in, their programs and activities.

A person has been designated by the Washington West Supervisory Union to coordinate the District's efforts to comply with the regulations implementing Title VI, Title IX, and Section 504 of the Rehabilitation Act of 1973, and other non-discrimination laws or regulations. The designated coordinator is identified in the procedure accompanying this policy along with information on how that person may be contacted.

Any person having inquiries concerning the member district schools of the Washington West Supervisory Union's compliance with the regulations implementing Title VI, Title IX, Section 504 or other state or federal non-discrimination laws or regulations is directed to contact the non-discrimination coordinator described above.

#### Grievance Procedure

In the absence of a controlling grievance procedure outlined in a collective bargaining agreement the procedure accompanying this policy will be in effect.

|                     |   |
|---------------------|---|
| Date Warned:        | 09.06.12  |
| Date Adopted:       | FES: 09.18.12; HUHS: 09.19.12; MES: 09.10.12; W-D: 09.11.12; WES: 09.17.12; WS: 09.19.12  |
| Legal Reference(s): | 9 V.S.A. §4502 (Public accommodations)<br>21 V.S.A. §§495 et seq. (Employment practices)<br>21 V.S.A. §1726 (Unfair labor practices)<br>20 U.S.C. §§1400 et seq. (IDEA)<br>20 U.S.C. §§1681 et seq. (Title IX, Education Amendments of 1972))<br>29 U.S.C. §206(d) (Equal Pay Act of 1963)<br>29 U.S.C. §§621 et seq. (Age Discrimination in Employment Act)<br>29 U.S.C. §794 (Section 504, Rehabilitation Act of 1973)<br>42 U.S.C. §§2000d et seq. (Title VI of the Civil Rights Act of 1964)<br>42 U.S.C. §§12101 et seq. (Americans with Disabilities Act of 1990) |
| Cross Reference:    | Personnel: Recruitment, Selection, Appointment and Criminal Records Checks (D1)   |