

NONDISCRIMINATION/EQUAL OPPORTUNITY AND AFFIRMATIVE ACTION

Mt. Blue Regional School District (RSU 9) does not discriminate on the basis of sex or other protected categories in its education programs and activities, as required by federal and state laws/regulations.

RSU 9 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 locks);
- 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.

RSU 9 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 locks);
- Sex, sexual orientation, gender identity, sex stereotypes, sex characteristics, pregnancy or related conditions;
- Parental, family or marital status
- Color;
- Religion;
- Ancestry or national origin;
- 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 and activities.

The school unit 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.

RSU 9 has implemented complaint procedures for resolving complaints of discrimination-and harassment under this policy. The school unit provides required notices of non-discrimination policies and complaint procedures and how they can be accessed, and the school unit'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 1964 (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. Part 106
Title VI of the Civil Rights Act of 1964, 42 U.S.C. §§ 2000d – 2000e-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 - 2000ff-11.
Pregnant Workers Fairness Act, 42, U.S.C. §§2000gg – 2000gg-6.
Maine Human Rights Act, 5 MRSA §§ 4551 -4634 (2023).

Cross References: MBRSD/RSU9 Affirmative Action Plan
ACAA – Harassment of Students
ACAA-R1 – Student Discrimination and Harassment Complaint Procedure
ACAA-R2 – Student Sex Discrimination/Harassment Complaint Procedure
ACAB – Harassment of School Employees
ACAB-R1 – Employee Discrimination and Harassment Complaint Procedure
ACAA-R2 – Student Sex Discrimination/Harassment Complaint Procedure
GBGB – Workplace Bullying
JICK – Bullying
JIE – Pregnant Students

Adopted: January 25, 1994

Reviewed: September 17, 1996, January 10, 2000

Previous Revisions: February 29, 2000, February 24, 2009, January 19, 2010, March 26, 2019, June 22, 2021, Oct. 11, 2022

Revised: August 13, 2024