

## **NONDISCRIMINATION/EQUAL OPPORTUNITY AND AFFIRMATIVE ACTION**

The Lisbon School Committee is committed to maintaining a workplace and learning environment that is free from illegal discrimination and harassment.

In accordance with applicable Federal and/or State laws and regulations, Lisbon School Department prohibits discrimination against and harassment of employees, candidates for employment, students and others with rights to admission or access to school programs, activities or premises on the basis of race, color, sex, sexual orientation, gender identity, religion, ancestry or national origin, age, or disability. For the purpose of this policy, “sexual orientation” means a person’s actual or perceived heterosexuality, bisexuality, homosexuality, or gender identity or expression. “Gender identity” means gender-related identity, appearance, mannerisms, or other gender-related characteristics of an individual, regardless of the individual’s assigned sex at birth.

Further, in compliance with Federal law, Lisbon School Department prohibits discrimination against school unit employees and candidates for employment on the basis of age, pregnancy or genetic information.

The School Committee delegates to the Superintendent the responsibility for implementing this policy. The Lisbon School Department Affirmative Action Plan will include designation of an Affirmative Action Officer/Title IX Coordinator who will be responsible for ensuring compliance with all Federal and State requirements related to nondiscrimination, including sexual harassment. The Affirmative Action Officer /Title IX Coordinator will be appointed by the Superintendent and will be a person with direct access to the Superintendent.

The Lisbon School Department has implemented complaint procedures for resolving complaints of discrimination/harassment and sexual harassment under this policy. The Lisbon School Department provides required notices of these complaint procedures and how they can be accessed, as well as the school departments’ compliance with federal and state civil rights laws and regulation to all applicants for employment, employees, students, parents and other interested parties.

Legal Reference: Equal Employment Opportunities Act of 1972 (P.L. 92-261) amending Title VII of the Civil Rights Act of 1964 (42 U.S.C. § 2000(e) et seq.)

Title IX of the Education Amendments of 1972 (20 U.S.C. § 1681 et seq.);  
34 C.F.R. Part 106 (Title IX regulations)

Title VI of the Civil Rights Act of 1964-(42 U.S.C. § 2000d)

Age Discrimination in Employment Act of 1967 (29 U.S.C. § 621 et seq.)

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 et seq.), as amended

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Americans with Disabilities Act (42 U.S.C. § 12101 et seq.) as amended  
Maine Human Rights Act (5 MRSA § 4551, et seq.) as amended

Cross Reference: Lisbon School Department Affirmative Action Plan  
ACAA-Harassment and Sexual Harassment of Students  
ACAB-Harassment and Sexual Harassment of School Employees

ACAA-R – Student Discrimination/Harassment and Title IX Sexual  
Harassment Complaint Procedures  
ACAB-R – Employee Discrimination/Harassment and Title IX Sexual  
Harassment Complaint Procedures

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