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Hermon School Department

Nondiscrimination / Equal Opportunity and Affirmative Action

Discrimination against and harassment of school employees because of race, color, sex, sexual orientation, religion, ancestry or national origin, age or disability are prohibited. Discrimination against or harassment of students because of race, color, sex, sexual orientation, religion, ancestry or national origin or disability are prohibited.

The Hermon School Department shall continue to engage in a program designed to prevent discrimination against all applicants, employees, students and individuals with disabilities having rights to access school premises and activities. The Hermon School Department Affirmative Action Plan includes the designation of an Affirmative Action Officer who is responsible for ensuring compliance with all federal and state requirements relating to nondiscrimination. The Affirmative Action Officer will be a person with direct access to the Superintendent.

The Hermon School Committee directs the administration to provide notice of compliance with federal and civil rights laws to all applicants for employment, employees, students, parents and other interested persons as appropriate.

The Hermon School Department will require all persons, agencies, vendors, contractors, and other persons and organizations doing business with or performing services for the Hermon School Department to subscribe to all applicable federal and state laws pertaining to contract compliance.

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.)
Title VI of the Civil Rights Act of 1964 (P.L. 88-352)
Equal Pay Act of 1963 (29 U.S.C. § 206)
Age Discrimination in Employment Act of 1967
(29 U.S.C. § 621 et seq.)
Vocational Rehabilitation Act of 1973 (29 U.S.C. § 794 et seq.)
Americans with Disabilities Act (42 U.S.C. § 12101 et seq.)
Maine Human Rights Act of 1972 (5 MRSA 4571) as amended

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