

Nondiscrimination/Equal Opportunity

The Auburn School Department does not discriminate on the basis of race, color, national or ethnic origin, religion, sex, sexual orientation, marital status, age, disability, status as a disabled veteran, or veteran of the Vietnam era in its employment practices or in the administration of its educational policies and programs.

A.. Equal Employment Opportunity

The Auburn School Department shall:

1. Recruit, hire, assign, train, and promote persons in all job titles on the basis of merit and fitness, without regard to race, color, national or ethnic origin, religion, sex, sexual orientation, marital status, age, disability, status as a disabled veteran, or veteran of the Vietnam era.
2. Ensure that promotion decisions are in accord with principles of equal employment opportunity by imposing only strictly job-related requirements for promotional opportunities.
3. Ensure that all personnel actions such as compensation, benefits, transfers, layoffs, return from layoff, department-sponsored training, education, social and recreational programs will be administered without regard to race, color, national or ethnic origin, religion, sex, sexual orientation, marital status, age, disability, status as a disabled veteran, or veteran of the Vietnam era.

B. Equal Educational Opportunity

The right to freedom from discrimination on the basis of race, color, national or ethnic origin, religion, sex, sexual orientation, marital status, age, or disability is recognized to be a civil right. All policies and practices of the Auburn School Department shall be consistent with equal educational opportunities for all students entitled to attend the schools of the Department and will comply with all federal and state laws, rules and regulations regarding civil and human rights. There shall be no discrimination based upon such factors as race, color, national or ethnic origin, religion, sex, sexual orientation, marital status, age, disability, status as a disabled veteran, or veteran of the Vietnam era.

Sex shall be a factor only in those instances prescribed by law, such as participation in contact sports. Disability shall be a factor only in those instances in which such disability prevents participation in a learning activity in a manner consistent with Section 504 of the Rehabilitation Act of 1973 or the Americans with Disabilities Act of 1990.

Legal Reference: title ix of 1972 educational amendments act
title vi and title vii of 1964 civil rights act
guidelines of equal employment opportunity comm.
pl 1991, chap. 474 (5 mrsa sec. 4613.2; 26 mrsa sec. 806, 807)
americans with disabilities act of 1990

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