

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, disability or genetic information are prohibited. Discrimination against and harassment of students because of race, color, sex, sexual orientation, religion, ancestry or national origin, or disability are prohibited as defined by the Maine Human Rights Act, M.R.S.A. § 4553, 9-C. ('Sexual orientation' means a person's actual or perceived heterosexuality, bisexuality, homosexuality or gender identity or expression.)

The Board directs the school administration to implement a continuing program designed to prevent discrimination against all applicants, employees, students and individuals with disabilities having access rights to school premises and activities. The Portland Public Schools Affirmative Action Plan will include designation of an Affirmative Action Officer who will be 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 Board directs the administration to provide notice of compliance with federal and state civil rights laws to all applicants for employment, employees, students, parents, and other interested persons, as appropriate.

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

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. § 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)
 Age Discrimination in Employment Act of 1967 (29 U.S.C. § 621 et seq.)
 Equal Pay Act of 1963 (29 U.S.C. § 206)
 Rehabilitation Act of 1973 (Section 504) (29 U.S.C. § 794 et seq.), as amended
 Americans with Disabilities Act (42 U.S.C. § 12101 et seq.), as amended
 Genetic Information Nondiscrimination Act of 2008 (42 U.S.C. § 2000ff et seq.)
 Maine Human Rights Act of 1972 (5 MRSA § 4571), as amended

Cross Reference: School Department Affirmative Action Plan
 ACAA - Harassment and Sexual Harassment of Students
 ACAB - Harassment and Sexual Harassment of School Employees
 JB – Transgender and Gender Expansive Students

Adopted: November 6, 2002
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