

**RYE CITY SCHOOL DISTRICT**  
**RYE, NEW YORK**

**0100**

**EQUAL OPPORTUNITY**

The Board of Education, its officers and/or employees, shall not discriminate against any student, employee or applicant on the basis of race, color, creed, age, religion, national origin, sexual orientation, sex, predisposing genetic characteristics, military status, marital status, familial status, domestic violence victim status or disability, including but not limited to discrimination against any blind person, hearing impaired person or person with a disability on the basis of his or her use of a guide dog, hearing dog or service dog.

**Students:**

Pursuant to the Dignity for All Students Act (“DASA”), the Board of Education, its officers and/or employees shall not discriminate against students on the basis of actual or perceived race, color, weight, national origin, ethnic group, religion, religious practice, disability, sex, sexual orientation, or gender (including gender identity or expression). This policy of nondiscrimination includes access by students to educational programs/opportunities, school services, course offerings, and school-sponsored activities.

**Employees/Applicants:**

The Board believes it to be in the interest of both students and the public to have a staff which is highly qualified and effective in performing the duties assigned to them, and which contains a healthy diversity of personal backgrounds. Candidates for open positions, as well as for promotion and transfer, will be evaluated on the basis of education, experience and ability, to determine fitness to perform the duties of the position. This policy of nondiscrimination includes the recruitment, appointment, advancement and/or termination of employees as well as compensation, terms, conditions and/or privileges of employment.

**Annual Notification**

At the beginning of each school year, the District shall publish a notice of the established grievance procedures (5311.3 Student Complaints and Grievances) (9140.1 Staff Complaints and Grievances) for resolving complaints of discrimination to parents/guardians, employees, students and the community. The public notice shall:

- a. inform parents, employees, students and the community that education programs, including but not limited to, vocational programs, are offered in a non-discriminatory fashion;
- b. provide the name, address and telephone number of the person designated to coordinate activities concerning discrimination;
- c. be included in announcements, bulletins, catalogues, and applications made available by the district; and
- d. be posted on the District’s website.

Nothing in this policy shall be construed to prohibit a denial of admission into, or exclusion from, a course of instruction or activity based on a person's gender that would be permissible under the law, or to prohibit, as discrimination based on a disability, actions that would be permissible under the law.

The District DASA Coordinator has been designated to handle inquiries regarding the District's non-discrimination policies. Contact information for the DASA Coordinator is available on the District's website.

The District expressly prohibits any retaliation against complainants, victims, witnesses and/or any individuals who initiate, testify, participate or assist in the investigation of any allegation or report of discrimination.

If appropriate, disciplinary action will be taken by the administration in accordance with the District's Code of Conduct, District Policy(ies), the applicable collective bargaining agreement(s) and/or state law/Regulations, as applicable. If the behavior rises to the level of criminal activity, law enforcement will be contacted.

The Board of Education authorizes the Superintendent of Schools to establish such rules, regulations and procedures necessary to implement and maintain this policy.

Cross-ref: 5311.3 Student Complaints and Grievances  
9140.1 Staff Complaints and Grievances  
5040 Dignity for All Students Act ("DASA") Policy  
0110, 0110-R Sexual Harassment  
9010.2 Sexual Harassment of Employees  
Rye City School District Code of Conduct

Ref: Americans with Disabilities Act, 42 U.S.C. §12101 *et seq.*  
Age Discrimination in Employment Act, 29 U.S.C. §621,  
Title VI, Civil Rights Act of 1964, 42 U.S.C. §2000d *et seq.*  
Title VII, Civil Rights Act of 1964, 42 U.S.C. §2000e *et seq.*  
Title IX, Education Amendments of 1972, 20 U.S.C. §1681 *et seq.*  
§504, Rehabilitation Act of 1973, 29 U.S.C. §794  
Individuals with Disabilities Education Act, 20 U.S.C §§1400 *et seq.*  
Civil Rights Law §40-c  
Executive Law §290 *et seq.* (New York State Human Rights Law)  
Education Law §§313(3), 3201, 3201-a  
Education Law, Article 2 (Dignity for All Students Act)  
34 C.F.R. §§ 106.9, 110.25

Adoption Date: October 3, 1989  
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