

## SUBJECT: NON-DISCRIMINATION (EMPLOYEES)

The Wallkill Central School District affirms that it does not discriminate on the basis of sex, race, color, creed, religion, ethnicity, national origin, age, marital status, disability, sexual orientation, predisposing genetic characteristics, military status, domestic violence victim status or any other legally protected category in the educational programs or activities which it operates.

The District shall implement a multi-stage grievance procedure and an appellate stage for the settlement of grievances based on an employee's membership in a protected category.

### *Annual Notification*

At the beginning of each school year, the District shall publish a notice of the established grievance procedures for resolving complaints of discrimination due to an employee's membership in a protected category. The public notice shall, among other things:

1. inform employees that education programs are offered without regard to one's sex, race, color, creed, religion, ethnicity, national origin, age, marital status, disability, sexual orientation, predisposing genetic characteristics, military status, domestic violence victim status or any other legally protected category; and
2. provide the name, address and telephone number of the person designated to coordinate activities concerning alleged discrimination.

Civil Rights Act of 1964, as amended in 1972,  
Title VI, Title VII

Section 504 of the Rehabilitation Act of 1973  
and the Americans With Disabilities Act of 1990,  
42 United States Code (USC) Sections 12101 et seq.

Education Amendments of 1972, Title IX  
(P.L. 92-318)

Age Discrimination in Employment Act

Executive Law Section 290 et seq.

45 Code of Federal Regulations (CFR),  
Part 90 (Federal Register, June 4, 1975,  
August 11, 1975)