

## **Non-Discrimination Policy**

The Waterloo Central School District, in accordance with Title IX of the Educational Amendments of 1972, Title VI of the Civil Rights Act of 1964, Section 504 of the Rehabilitation Act of 1973, Title II of the Americans With Disabilities Act, or the Age Discrimination Act of 1975, does not discriminate on the basis of race, color, creed, religion, national origin, political affiliation, sex, age, marital status, veteran status, or disability. The Board of Education recognizes its responsibility to provide an environment free from harassment and intimidation in the educational programs or activities it operates.

We do not permit discrimination by employees, school volunteers, students and non-employees such as contractors and vendors, as *well* as any third parties participating in, observing or otherwise engaged in activities subject to the supervision on the district. This includes recruitment and employment practices, pay and benefits, counseling services for students, access by students to educational programs, courses and activities. The Board also prohibits harassment based upon an individual's opposition to the discrimination or participation in a related investigation or complaint proceeding under the anti-discrimination statutes.

The policy of non-discrimination and anti-harassment will be enforced on school district premises, in school buildings and at all school sponsored events, programs and activities, including those that take place off school premises. Inquiries or complaints should be forwarded to the Superintendent of Schools.

## **Grievance Procedure for Non-Discrimination Policy**

The compliance officer for Title IX, Section 504 and other grievances related to student activities is Superintendent Terri Bavis, 539-1501. The compliance officer for all employee related activities is Superintendent Terri Bavis, 539-1501. She can be contacted at the School District Offices, 109 Washington Street, Waterloo, NY 13165.

The compliance officer, upon request, will provide a copy of the district's grievance procedure to any employee, student or other covered person. A copy of each of the Acts and Regulations upon this notice is based will be made available, upon written request to the district compliance officer.