

<b>DOVER SCHOOL DISTRICT</b>	<b>POLICY CODE: GBA</b>
<b>DATE OF ADOPTION: FEBRUARY 14, 2006</b>	<b>PAGE 1 OF 1</b>

## **EQUAL OPPORTUNITY EMPLOYMENT**

The school district will recruit and consider candidates without regard to gender, sexual orientation, race, color, religion, nationality, ethnic origin, age, or disability. When there are opportunities for promotion and qualifications are equal, consideration will be given first to employees.

The school district will employ individuals who meet the physical and mental requirements and who have the education, training, and experience established and necessary for the performance of the job without regard to gender, sexual orientation, race, color, religion, nationality, ethnic origin, age, or disability, except for reasons related to ability to perform the requirements of the job.

Inquires, complaints, and other communications relative to this policy and to the applicable laws and regulations concerned with non-discrimination shall be received by the Superintendent or his/her designee.

This policy of non-discrimination is applicable to all persons employed or served by the district. Any complaints or alleged infractions of the policy, law or applicable regulations will be processed through the grievance procedure. This policy implements PL 94-142, Section 504 of the Rehabilitation Act of 1973, Title II of the American with Disabilities Act, Title VI or VII of the Civil Rights act of 1964, Title IX of the Education Amendments of 1972, and the laws of New Hampshire pertaining to non-discrimination.

### **Statutory/Regulatory/Policy Cross References**

RSA 354-A:7, Unlawful Discrimination Practices

Policy AC-R