

## EQUAL OPPORTUNITY

The Board of Education, its officers and employees, shall not discriminate against any student, employee or applicant on the basis of actual or perceived race, color, weight, national origin, ethnic group, creed, religion, religious practice, gender, sexual orientation, age, marital/parental status, disability or predisposing genetic characteristic, military work or status, domestic violence victim status, or use of a guide dog, hearing dog or service dog, as applicable. While the board may expand upon their policies of non-discrimination, state and federal statutes are mandated, and any further enactments would supersede this policy until such time as the appropriate policy revisions can be made.

The Board of Education, its officers and 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 and expression).

This policy of nondiscrimination and non-retaliation includes access by students to educational programs, counseling services for students, course offerings, and student activities, as well as recruitment and appointment of employees and employment pay, benefits, advancement and/or terminations.

### 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 to parents/guardians, employees, students and the community. The public notice shall:

1. inform parents, employees, students and the community that education programs, including but not limited to vocational programs, are offered without regard to actual or perceived race, color, weight, national origin, ethnic group, religion, religious practice, disability, sex, sexual orientation, or gender (including gender identity and expression);
2. provide the name and contact information of the person (s) designated to coordinate activities concerning discrimination; and
3. be included in announcements, bulletins, catalogues, and applications made available by the district.

Title IX of the Education Amendments of 1972 prohibits discrimination on the basis of sex, including sexual harassment. An individual may use this grievance procedure to file a complaint alleging a violation of Title IX.

1. An individual may file a grievance with the Title IX Coordinator(s) if the complainant believes there was discrimination. The Title IX Coordinator(s) names are listed on the district's website (<https://www.kingstoncityschools.org/Page/4188>). The complaint should be filed as soon as possible and preferably within 180 days after the alleged unlawful discriminatory practice. To file the complaint, the individual may make a verbal statement to the Title IX Coordinator(s) or make a written statement, detailing the violation of the law. It is important that the complainant explain what he or she would like to result from the resolution of the complaint.

**Policy 0100 (Cont'd)**

The complaint can be filed at:

Kingston City School District  
Title IX Coordinator  
21 Wynkoop Place  
Kingston, NY 12401  
(845) 943-3000

2. If the complaint involves an allegation of employee sexual harassment, the sexual harassment policy and procedures will be followed.

3. The Title IX Coordinator or designee will meet and interview the complainant within 15 days of the Coordinator receiving the complaint. The complainant may provide the Coordinator with the names of witnesses or other relevant information that will be included in the investigation.

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

Cross-ref: 5030, Student Complaints  
5300 District Code of Conduct  
9140.1, Staff Complains and Grievances  
9620 Anti-Harassment in the School District

Ref: Ref: Age Discrimination in Employment Act of 1967 29 U.S.C. §621 *et seq.*  
Americans with Disabilities Act, 42 U.S.C. §12101 *et seq.*  
Title VI, Civil Rights Act of 1964, 42 U.S.C. §2000d *et seq.* (nondiscrimination based on race, color, and national origin in federally assisted programs)  
Title VII, Civil Rights Act of 1964, 42 U.S.C. §2000e *et seq.* (nondiscrimination based on race, color, and national origin in employment)  
Title IX, Education Amendments of 1972, 20 U.S.C. §1681 *et seq.* (nondiscrimination based on sex)  
§504, Rehabilitation Act of 1973, 29 U.S.C. §794  
Individuals with Disabilities Education Law, 20 U.S.C §§1400 *et seq.*  
Genetic Information Nondiscrimination Act of 2008 P.L. 110-233  
34 C.F.R. §§ 100.6, 104.8, 106.9, 110.25  
Executive Law §290 *et seq.* (New York State Human Rights Law)  
Education Law §§10-18 (The Dignity for All Students Act)  
Education Law §§313(3), 3201, 3201-a  
Dignity for all Students Act, Education Law, 10-18

**Adoption date: May 19, 2010**

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**1<sup>st</sup> Reading of Revision: June 19, 2019**

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