

**COLCHESTER SCHOOL DISTRICT****POLICY:   NONDISCRIMINATION****DATE ADOPTED:** May 16, 2023**POLICY STATEMENT**

In the performance of its duties, the Colchester School Board will safeguard the constitutional rights and dignity of all persons who come within its jurisdiction and will ensure fair and equal educational and employment opportunities in all of its policy determinations and actions. The board will not unlawfully discriminate in its programs and activities against any person or group on any basis prohibited by federal or state law and will provide equal access to designated youth groups.

Students, parents/legal guardians, employees, applicants for employment, sources of referral of applicants for admission and employment, and all unions or professional organizations holding collective bargaining or professional agreements with the District are hereby notified that this District does not discriminate on the basis of race, color, religion (creed), ancestry, national origin, place of birth, sex, sexual orientation, gender identity, disability, age, political affiliation or marital status in admission or access to, or treatment or employment in, its programs and activities.

The District shall make reasonable accommodations to the known qualifying physical or emotional disabilities of an applicant or employee, unless the district can demonstrate that the accommodation would impose an undue hardship on the operation of its program or activity. This includes but is not limited to: equal treatment (including aid, benefits, services, and application of rules and regulations); access to all courses; access to all athletic, intramural or extracurricular activities; access to all vocational programs and activities; access to counseling with nondiscriminatory instruments and materials; equal treatment for applicants to all positions.

A person has been designated by the District to coordinate the District's efforts to comply with the regulations implementing Title VI, Title VII, Title IX, and Section 504 of the Rehabilitation Act of 1973, and other federal or State of Vermont non-discrimination laws or regulations. The designated coordinator is identified in the procedure accompanying this policy along with information on how that person may be contacted.

Any person having inquiries concerning the District's compliance with the regulations implementing Title VI, Title VII, Title IX, Section 504 or other state or federal non-discrimination laws or regulations is directed to contact the non-discrimination coordinator described above.

Last Reviewed:   May 17, 2005  
Date Warned:     April 27, 2023  
First Reading:    May 2, 2023  
Second Reading:  May 16, 2023