

## **SUBJECT: NON-DISCRIMINATION**

The BOCES shall not discriminate on the basis of actual or perceived race, color, national origin, disability, age, religion, sex, sexual orientation, marital status, political affiliation, military or veteran status in the educational programs or activities which it operates, or against any employee or applicant seeking a position of employment. The BOCES will be in full compliance with all applicable rules and regulations pertaining to civil rights for students and employees (e.g., Title IX of the Educational Amendments of 1972, Section 504 of the Rehabilitation Act of 1973, and the Americans with Disabilities Act of 1990).

Appropriate procedures shall be developed to insure the implementation of these rules and regulations concerning civil rights. The Board shall appoint a Civil Rights Officer to coordinate civil rights activities applicable to the BOCES (see subheading below).

### **Civil Rights Officer**

The Civil Rights Officer shall be appointed by the Board and shall be responsible for providing information, including complaint procedures, and for handling complaints relative to civil rights (e.g., Title IX of the Educational Amendments of 1972, Section 504 of the Rehabilitation Act of 1973, and the Americans With Disabilities Act of 1990) for any student, parent, employee or employment applicant.

Title VII of the Civil Rights Act of 1964,  
42 United States Code (U.S.C.)  
Section 2002-e, et seq.  
Prohibits discrimination on the basis of race,  
color, religion, sex or national origin.

Title VI of the Civil Rights Act of 1964,  
42 United States Code (U.S.C.)  
Section 2002-d, et seq.  
Prohibits discrimination on the basis of race, color  
or national origin.

Section 504 of the Rehabilitation Act of 1973,  
29 United States Code (U.S.C.) Section 794 et seq.  
The Americans With Disabilities Act,  
42 United States Code (U.S.C.),  
Section 12101 et seq.  
Prohibit discrimination on the basis of disability.

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Title IX of the Education Amendments of 1972,  
20 United States Code (U.S.C.) Section 1681,  
et seq.

Prohibits discrimination on the basis of sex.

New York State Executive Law  
Section 290 et seq.

Prohibits discrimination on the basis of age, race,  
creed, color, national origin, sex, sexual orientation,  
disability or marital status.

Age Discrimination in Employment Act,  
29 United States Code (U.S.C.) Section 621.

Prohibits discrimination on the basis of age.

New York State Military Law Sections 242 and 243.  
Uniformed Services Employment and  
Reemployment Rights Act of 1994, 38 United  
States Code Sections 4301-4333

Prohibit discrimination on the basis of military or  
veteran status.

New York State Civil Service Law Section 107  
Prohibits discrimination on the basis of political  
affiliation.

NOTE: Refer also to Policies [#5120](#), [#5121](#), [#5170](#), [#6440](#), [#6460](#), [#6461](#), [#7120](#), and [#7140](#).

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