

NONDISCRIMINATION/EQUAL OPPORTUNITY AND AFFIRMATIVE ACTION

The Lisbon School Department does not discriminate on the basis of sex or other protected categories in its education programs and activities, as required by federal and state laws/regulations.

Discrimination against and harassment of employees because of actual or perceived race, color, sex, sexual orientation, gender identity, religion, ancestry or national origin, age, familial status, disability or genetic information are prohibited.

Discrimination against and harassment of students because of actual or perceived race, color, sex, sexual orientation, gender identity, religion, ancestry or national origin or disability are prohibited.

For the purpose of this policy, “race” includes traits associated with race, including hair texture, Afro hairstyles, ad protective hairstyles, including braids, twists, and locs:-

The Lisbon School Department directs the school administration to implement a continuing program designed to prevent discrimination against all applicants, employees, students and other individuals having access rights to school premises and activities.

The school unit has designated and authorized an Affirmative Action Office/Title IX Coordinator who is responsible for ensuring compliance with all federal and state requirements relating to nondiscrimination, including sexual harassment. The Affirmative Action Officer/Title IX Coordinator is a person with direct access to the Superintendent.

The Lisbon School Department has implemented complaint procedures for resolving complaints of discrimination/harassment and sexual harassment under this policy. The Lisbon School Department provides required notices of these complaint procedures and how they can be accessed, as well as the school departments’ compliance with federal and state civil rights laws and regulation to all applicants for employment, employees, students, parents and other interested parties.

Legal Reference: Equal Employment Opportunities Act of 1972 (P.L. 92-261) amending Title VII of the Civil Rights Act of 1964 (42 U.S.C. § 2000(e) et seq.)

Title IX of the Education Amendments of 1972 (20 U.S.C. § 1681 et seq.);
34 C.F.R. Part 106 (Title IX regulations)

Title VI of the Civil Rights Act of 1964-(42 U.S.C. § 2000d)

Age Discrimination in Employment Act of 1967 (29 U.S.C. § 621 et seq.)
Equal Pay Act of 1963 (29 U.S.C. § 206)

Lisbon School Department

Section 504 of the Rehabilitation Act of 1973 (Section 504) (29 U.S.C. § 794 et seq.), as amended

Genetic Information Nondiscrimination Act of 2008 (42 U.S.C. § 2000ff et seq.)

Americans with Disabilities Act (42 U.S.C. § 12101 et seq.) as amended

Maine Human Rights Act (5 MRSA § 4551, et seq.) as amended

Cross Reference: Lisbon School Department Affirmative Action Plan
 ACAA-Harassment and Sexual Harassment of Students
 ACAB-Harassment and Sexual Harassment of School Employees

 ACAA-R – Student Discrimination/Harassment and Title IX Sexual
 Harassment Complaint Procedures
 ACAB-R – Employee Discrimination/Harassment and Title IX Sexual
 Harassment Complaint Procedures

Adopted: March 8, 1999
Reviewed: October 10, 2000
Reviewed: June 13, 2005
Reviewed: March 10, 2008
Revised: November 10, 2008
Revised: March 14, 2011
Reviewed: May 12, 2014
Reviewed: September 11, 2017
Reviewed: March 09, 2020
Revised: October 13, 2020
Reviewed: December 12, 2022
Revised: June 12, 2023

