

NONDISCRIMINATION/EQUAL OPPORTUNITY AND AFFIRMATIVE ACTION

CRCS is committed to maintaining a workplace and learning environment that is free from illegal discrimination and harassment.

In accordance with applicable Federal and/or State laws and regulations, CRCS does not discriminate and prohibits discrimination against and harassment of employees, candidates for employment, students and others with rights to admission or access to school programs, activities or premises on the basis of actual or perceived race, color, sex, sexual orientation, gender identity, religion, ancestry or national origin, disability or genetic information.

Further, in compliance with Federal law, CRCS prohibits 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, “sexual orientation” means a person’s actual or perceived heterosexuality, bisexuality, homosexuality, or gender identity or expression, and “race” includes traits associated with race, including hair texture, Afro hairstyles, and protective hairstyles, including braids, twists, and locs.

The Board delegates to the Superintendent the responsibility for implementing this policy and a program designed to prevent discrimination against all applicants, employees, students, and other individuals having access rights to school premises and activities. The CRCS Affirmative Action Plan will include designation of an Affirmative Action Officer/Title IX Coordinator who this Board hereby authorizes to perform these duties, including ensuring compliance with all Federal and State requirements related to nondiscrimination. The Affirmative Action Officer/Title IX Coordinator will be appointed by the Superintendent and will be a person with direct access to the Superintendent.

The Superintendent and Affirmative Action Officer /Title IX Coordinator shall be responsible for ensuring that notice of compliance with Federal and State civil rights laws. CRCS has implemented complaint procedures for resolving complaints of discrimination/harassment and sexual harassment under this policy. CRCS provides required notices of these complaint procedures and how they can be accessed, as well as CRCS’s compliance with federal and state civil rights laws and regulations 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. § 2000ff et seq.) Age
Discrimination in Employment Act of 1967 (29 U.S.C. § 621 et seq.)
Equal Pay Act of 1963 (29 U.S.C. § 206)
Americans with Disabilities Act (42 U.S.C. § 12101 et
seq.) as amended
Section 504 of the Rehabilitation Act of 1973 (29 U.S.C. § 794 et seq.), as amended

Genetic Information

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

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

Cross Reference: CRCS Affirmative Action Plan
ACAA - Harassment and Sexual Harassment of Students
ACAA-R Student Discrimination/Harassment and Title IX Sexual Harassment Complaint
Procedures
ACAB - Harassment and Sexual Harassment of School Employees
ACAB-R Employee Discrimination/Harassment and Title IX Sexual Harassment
Complaint Procedures

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