



MONROE COUNTY
COMMUNITY SCHOOL CORPORATION
ENGAGE. EMPOWER. EDUCATE.

POLICY 3122
PROFESSIONAL STAFF

NONDISCRIMINATION AND EQUAL EMPLOYMENT OPPORTUNITY

The School Board does not discriminate on the basis of race, color, religion, national origin, sex, disability, sexual orientation, marital status, genetic information, gender identity or any other legally protected characteristic, in its programs or activities, including employment opportunities.

The Superintendent shall appoint a compliance officer whose responsibility it will be to ensure that Federal and State regulations are complied with and that any complaints are dealt with promptly in accordance with law.

S/He shall also ensure that proper notice of nondiscrimination for Title II, Title VI, and Title VII of the Civil Rights Act of 1964, Title IX of the Education Amendment Act of 1972, Section 504 of the Rehabilitation Act of 1973, and the Age Act is provided to staff members and the general public. Any sections of the Corporation's collectively-bargained, negotiated agreements dealing with hiring, promotion, and tenure need to contain a statement of nondiscrimination similar to that in the Board's statement above. In addition, any gender-specific terms should be eliminated from such contracts.

Legal IC 20-33-1-6
 IC 20-28-10-12
 IC 20-28-10-13
 20 U.S.C. 1681 et seq., Title IX
 29 U.S.C. 701 et seq. , Rehabilitation Act of 1973
 42 U.S.C. 1981 et seq.
 42 U.S.C. 2000ff et seq. The Genetic Information Nondiscrimination Act
 42 U.S.C. 12101 et seq. , Americans with Disabilities Act of 1990
 42 U.S.C. 2000 et seq. , Civil Rights Act of 1964
 29 U.S.C. 623 et seq. , Age Discrimination in Employment Act of 1967
 U.S. Constitution, XIV Amendment 29 C.F.R. Part 1635