

# POLICY AC

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**Related Entries:** ACA.GBAA, JICK, JBA, JBB, JICKA, JBC  
**Responsible Office:** Superintendent

## Non-Discrimination

### I. PURPOSE

To affirm the Board of Education's commitment to have the school district fully and lawfully comply with all federal, state, and local nondiscrimination and anti- retaliation laws.

### II. BACKGROUND

The Board of Education is committed to ensuring its programs and activities are free from unlawful discrimination and retaliation, as defined by applicable law.

### III. POSITION

1. The Las Cruces Public Schools prohibits discrimination on the basis of race, color, sex, religion, national origin, ancestry, spousal affiliation, age, disability, serious medical condition, gender identity, sexual orientation, veteran status, pregnancy, physical or mental handicap, or any other protected status set out by law. Therefore, the District shall promote nondiscrimination and an environment free of harassment.
2. The Superintendent shall appoint and make known the names, office address(es) and phone number(s) of District officials who individuals may contact regarding matters related to the Americans with Disabilities Act of 1990 and Americans with Disabilities Act Amendments Act of 2008 (ADA), Section 504 of the Rehabilitation Act of 1973, Title VI, Title VII, Title IX and any other civil rights or discrimination laws. The Superintendent will publish procedures providing for prompt and equitable resolution of student and employee complaints of discrimination.
3. Retaliation is prohibited against any individual because he or she has opposed any discriminatory practice or act or has filed a charge, testified, assisted or participated in such an investigation, proceeding or hearing. ADA further prohibits anyone from

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coercing, intimidating, threatening or interfering with an individual for exercising the rights guaranteed under the Act.

4. The Superintendent shall promulgate regulations necessary for the implementation and enforcement of this policy.

#### IV. REVIEW

This Policy will be reviewed on an ongoing basis in accordance with the Board of Education's review process.

DocuSigned by:

*Ray Jaramillo*

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Approved, Board of Education, President

June 1, 2021

Date

**Legal Reference:** N.M. Stat. Ann. § 28-1-1 *et seq.* (1978); 42 U.S.C. § 2000e-2(a)(1); 42 U.S.C. § 2000e-3(a); 42 U.S.C. § 12101-12213; 29 U.S.C. § 621 *et seq.*; 20 U.S.C. § 1681; 38 U.S.C. § 4301 *et seq.*; 29 U.S.C. § 706; N.M.

Stat. Ann. § 52-1-1 *et seq.* (1978); 29 U.S.C. § 2601, *et seq.*; 29 U.S.C. § 206(d); 29 U.S.C. § 201 *et seq.*

**History:** Formerly Policy 204 and Policy 333. Revised 11.01.05; Revised 10.16.12 (per Cuddy), Revised 9.24.18; Revised 6.1.21