

# 6120 - Equal Employment Opportunity

2018 6120

Personnel

## SUBJECT: EQUAL EMPLOYMENT OPPORTUNITY

The Wayland-Cohocton Central School District is an equal opportunity employer and does not discriminate against any employee or applicant for employment in its programs and activities on the basis of race, color, creed, national origin, religion, sex (including gender identity or the status of being transgender), disability, or age. Further, the District does not discriminate on the basis of religion or creed, sexual orientation, military status, predisposing genetic characteristics, marital status, domestic violence victim status, criminal arrest or conviction record, or any other basis prohibited by state or federal non-discrimination laws.

### **Investigation of Complaints and Grievances**

The School District will act to promptly, thoroughly, and equitably investigate all complaints, whether verbal or written, of discrimination, and will promptly take appropriate action to protect individuals from further discrimination. All such complaints will be handled in a manner consistent with the District's policies, procedures, and/or regulations regarding the investigation of discrimination and harassment complaints, including Policy #3420 -- Non-Discrimination and Anti-Harassment in the School District; Policy #6121 -- Sexual Harassment of District Personnel; and Policy #6122 -- Employee Grievances.

Additional information regarding the District's discrimination and harassment complaint and grievance procedures, including but not limited to the designation of the Civil Rights Compliance Officer, knowingly making false accusations, and possible corrective actions, can be found in Policy #3420 -- Non-Discrimination and Anti-Harassment in the School District.

### **Prohibition of Retaliatory Behavior (Commonly Known as "Whistle-Blower" Protection)**

The Board prohibits any retaliatory behavior directed against complainants, victims, witnesses, and/or any other individuals who participated in the investigation of a complaint of discrimination. Complaints of retaliation may be directed to the Civil Rights Compliance Officer. In the event the Civil Rights Compliance Officer is the alleged offender, the report will be directed to another Civil Rights Compliance Officer, if the District has designated another individual to serve in such a capacity, or to the Superintendent.

Where appropriate, follow-up inquiries will be made to ensure that discrimination has not resumed and that all those involved in the investigation of the discrimination have not suffered retaliation.

Age Discrimination in Employment Act, 29 USC § 621  
Americans with Disabilities Act, 42 USC § 12101, et seq.  
Genetic Information Non-Discrimination Act of 2008 (GINA), Public Law 110-233  
Section 504 of the Rehabilitation Act of 1973, 29 USC § 794, et seq.  
Title VI of the Civil Rights Act of 1964, 42 USC § 2000d, et seq.  
Title VII of the Civil Rights Act of 1964, 42 USC § 2000e, et seq.  
Title IX of the Education Amendments of 1972, 20 USC § 1681, et seq.  
Civil Rights Law § 40-c  
9 NYCRR § 466.13  
Civil Service Law § 75-B  
Executive Law § 290, et seq.  
Military Law §§ 242 and 243

NOTE: Refer also to Policies #3420 -- Non-Discrimination and Anti-Harassment in the School District  
#6121 -- Sexual Harassment in the Workplace  
#6122 -- Employee Grievances

Adopted: 4/11/11

Revised: 9/14/15; 11/14/16; 12/17/18