

**MAINE SCHOOL ADMINISTRATIVE DISTRICT #53  
Burnham – Detroit – Pittsfield**

**Equal Employment Opportunity**

M.S.A.D. #53 is committed to the implementation of fair and equal employment and educational opportunities for all employees and students regardless of age, race, color, religion, disability, sex, ancestry, national origin, or sexual orientation. In regard to employees, such Affirmative Action applies to, but is not limited to, recruitment, hiring, training, promotion, transfer, salaries, layoffs, benefits, and all working conditions.

M.S.A.D. #53 further recognizes its obligations to comply with the provisions of Title VI of the Civil Rights Act of 1964 (P.L. 88-352); and has filed an Assurance of Compliance with the U.S. Department of Health, Education, and Welfare on 2-2-64.

M.S.A.D. #53 will take such affirmative action as is necessary to enforce and promote the School Board's policy of equal employment opportunity by implementing a continuing program which makes a determined effort to:

1. Prevent any unlawful discrimination in advertising, recruitment, hiring, layoff, termination, upgrading, demotion, transfer, compensation or other terms, conditions, or privileges of School Department employment;
2. Ascertain whether any qualified applicants or employees are being subjected to discrimination because of race, color, age, religion, sex, national origin, disability, or sexual orientation and provide for appropriate corrective action;
3. Identify and correct those techniques, procedures, and results of personnel actions which have or may have an adverse effect upon the employment opportunities or status of such applicants or employees;
4. Achieve the fullest and most effective utilization of skills which may be identified and developed among all school employees, for the purpose of rendering better service to the students in M.S.A.D. #53; and
5. Recognize that under VII of the Civil Rights Act of 1964, standards for termination, layoff, demotion or discipline must be the same for all employees, and will not create a disparity regarding racial, ethnic minorities or women.

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.)  
Title VI of the Civil Rights Act of 1964 (P. L. 88-352)  
Age Discrimination in Employment Act of 1967 (29 U.S.C. § 621 ET SEQ.)  
Equal Pay of 1963 (29 U.S.C. § 206)

Vocational Rehabilitation Act of 1973 (29 U.S.C. § 794 ET SEQ.)  
Americans with Disabilities Act (42 U.S.C. § 12101 ET SEQ.)  
Maine Human Rights Act of 1972 (5 MRSA § 4571). As amended

Policy Reference: 9.18 Harassment  
9.21 Hazing  
9.30 Disability Harassment

Amended: February 7, 1994

Amended: January 5, 2004