

## **Non-Discrimination**

In accordance with RSA 193-B:3,ii(m) Gathering Waters Chartered Public School will not discriminate on the basis of race, color, gender, gender identity, or gender expression, national or ethnic origin, age, religion, creed, disability, veteran's status, sex, sexual orientation, socioeconomic or marital status, genetic information, pregnancy and pregnancy related medical conditions in the selection of students or staff, access to its educational programs and activities, with respect to employment terms and conditions or in the administration of the school or in any other way that is prohibited by law.

The Lead Administrator or his/her designee will receive all inquiries, complaints, and other communications relative to this policy and the applicable laws and regulations concerned with non-discrimination. This policy of non-discrimination is applicable to all persons employed or served by the Charter School. Any complaints or alleged infractions of the policy, law or applicable regulations will be processed through the grievance procedure.

This policy implements PL 94-142, Section 504 of The Rehabilitation Act of 1973, Title II of The American with Disabilities Act, Title VI or VII of The Civil Rights Act of 1964, Title IX of The Education Amendments of 1972, and the laws of New Hampshire pertaining to non-discrimination. Legal References: RSA 354-A:6, Opportunity for Employment without Discrimination a Civil Right RSA 354-A:7, Unlawful Discriminatory Practices The Age Discrimination in Employment Act of 1967 Title II of The Americans with Disabilities Act of 1990 Title VII of The Civil Rights Act of 1964 (15 or more employees)

**Policy Type:**

**Policy Title:**

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