

## AC Non-Discrimination

Spark Academy will not discriminate on the basis of race, color, religion, national or ethnic origin, age, sex, sexual orientation, gender identify, disability, socio-economic or marital status in the selection of students or staff or in the administration of the school or in any other way that is prohibited by law. The Board of Trustees will develop and adopt a policy of open acceptance and will create administrative procedures to address any discriminatory concerns. Spark Academy will comply with the federal discrimination law as stated in Title IX by the U.S. Department of Education's Office for Civil Rights. The CCSNH will also adhere to the following non-discrimination standards for their Early College program:

- Title VI and VII of the Civil Rights Act of 1964
- The Age of Discrimination Act of 1967 (ADEA)
- Title IX of the Education Amendment of 1972
- Section 504 of the Rehabilitation Act of 1973
- The Americans with Disabilities Act of 1990 (ADA)
- Section 402 of the Vietnam Era Veteran's Readjustment Assistance Act of 1974
- NH Law Against Discrimination (RSA 354-A)

This policy of non-discrimination is applicable to all persons employed or served by the District. 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)

Appendix: AC-R

Policy Committee Approved: 8/17/2019

Board Approved: 8/19/2019