

**BURLINGTON SCHOOL DISTRICT  
A 4: EQUAL EMPLOYMENT OPPORTUNITY AND NON-  
DISCRIMINATION POLICY**

**Former Policy ACAD**

Applicants for admission and employment, students, parents, employees, sources of referral of applicants for admission and employment, and all unions or professional organizations holding collective bargaining or professional agreements with the Burlington School District are hereby notified that it is the intent of the Burlington Board of School Commissioners that the District will not discriminate against employees and/or applicants for employment, students or other designated beneficiaries of the statutes listed below on the basis of race, sex, gender (including but not limited to pregnancy and parental status), color, age, creed, religion, disability, handicap, ancestry, place of birth, national origin, marital status, political affiliation, sexual orientation, gender identity or gender expression in any of its employment and education practices, policies, procedures or decisions or in the operation of, access to, participation in, benefit of or admission to its programs, activities, services and facilities and that it will provide equal access to the Boy Scouts of America and other designated youth groups in compliance with and to the extent provided by the laws listed below.

Pursuant to the § 504 of the Rehabilitation Act of 1973, the Board will take positive steps to employ and advance in employment qualified handicapped persons in programs receiving federal assistance under the Education of the Handicapped Act (Individuals with Disabilities Education Act) and make reasonable accommodations to the known physical or mental limitations of a qualified handicapped applicant or employee to the extent required by law. The superintendent or his or her designee shall prepare, and the board shall approve, guidance to applicants and employees regarding requests for reasonable accommodations, including provisions for undue hardship.

The Burlington School Board will not discriminate or retaliate against any employee, applicant for employment, students or other designated beneficiaries of the statutes listed below in any employment or educational decision because the employee, applicant, or student opposed any practice made unlawful by or participated in any manner in an investigation, proceeding or hearing under the laws listed below and their regulations.

The District's Title VI Coordinator, the Age Discrimination Act Coordinator and Americans with Disabilities Act Coordinator for employees and others is:

The Human Resources Director of the  
Burlington School District  
The Ira Allen Administration Building  
150 Colchester Avenue  
Burlington, VT 05401  
(802) 864-2159; 1-800-253-0191 TDD

The District's Title IX Coordinator for employees, students, parents and other such relatives, friends, guest speakers or visitors is:

Denise Bailey, Esq.  
Human Resources Compliance Manager  
Burlington School District  
The Ira Allen Administration Building  
150 Colchester Avenue  
Burlington, VT 05401  
(802) 5400214; 1-800-253-0191 TDD  
dbailey@bsdvt.org

The District's Americans with Disabilities Act Coordinator for students and §504 Coordinator is:

The Director of Special Services of the Burlington School District  
The Ira Allen Administration Building  
150 Colchester Avenue  
Burlington, VT 05401  
(802) 864-2159; 1-800-253-0191 TDD

In the event of a vacancy in any of the above Coordinator positions, the Superintendent will promptly appoint a new Coordinator.

Employees, applicants for employment, students and others who are entitled by the laws listed below to use the District's internal Complaint Procedures are encouraged to do so to resolve any complaints they may have asserting that the District has violated the laws listed below. All Burlington School District employees will fully cooperate in any investigation conducted under these Procedures and shall be honest and forthcoming with any relevant information. In addition to these internal Complaint Procedures, other complaint procedures are available. See Procedures for more detailed information.

This Policy, Equal Employment Opportunity and Non-Discrimination Policy, A 4, revises the former Equal Employment Opportunity policy, ACAD, and incorporates the provisions of, and therefore will replace and eliminate the following policies: Non-Discrimination on the Basis of Sex, ACAE; Non-Discrimination on the Basis of Handicap, ACAC; Non-Discrimination on the Basis of Race, Color and National Origin, ACAB, all effective the date of adoption of the Equal Employment Opportunity and Non-Discrimination Policy, ACAD (December 13, 1999).

Legal Sources: 20 U.S.C. §1681, Title IX of the Education Amendments of 1972; 20 U.S.C. §1400, et seq. (Individuals with Disabilities Education Act; 29 U.S.C. §206(d), the Equal Pay Act of 1963; 29 U.S.C. §623 et seq., The Age Discrimination Act of 1975; 29 U.S.C. §794, Section 504 of the Rehabilitation Act of 1973; 42 U.S.C. §2000d, Title VI of the Civil Rights Act of 1964; 42 U.S.C. §2000e et seq., Title VII of the Civil Rights Act of 1964; 42 U.S.C. §12101 et seq., Americans with Disabilities Act of 1990. 20 U.S.C. § 7905, Boy Scouts of America Equal Access Act, 21 V.S.A. Chapter 5, subchapter 6, Fair Employment Practices; 21

V.S.A. §1726 Unfair Labor Practices; 1 V.S.A. §144, Gender Identity and 16 V.S.A. §,Subchapter 5; 9 V.S.A.. § 4502, Public Accommodations Act; Vermont State Department of Education Rule 1252, all as they may be amended from time to time.

PROCEDURES: See Procedures for available complaint procedures and other procedures.

CROSS REFERENCES: Sexual Harassment, D 8; Non-Discrimination in Vocational Education Programs, A 5; Prevention of Harassment on the Basis of Protected Characteristics- Employees and Others, D 1R Policy on the Prevention of Harassment of Students, F 2R

POLICY ADOPTED: February 23, 1993 (date of revision)  
POLICY REVIEWED: October 22, 1996  
AMENDED POLICY: October 26, 1999

DATE WARNED: November 5, 1999  
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SECOND READING AND ADOPTION March 11, 2008  
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SECOND READING AND ADOPTION January 8, 2013  
FIRST READING January 13, 2015  
SECOND READING AND ADOPTION February 10, 2015