

The Keene School District will recruit and evaluate candidates without regard to gender, sexual orientation, race, color, religion, nationality, ethnic origin, age, or disability.

The Keene School District will employ individuals who meet the physical and mental requirements, and who have the education, training, and experience established as necessary for the performance of the job without regard to gender, sexual orientation, race, color, religion, nationality, ethnic origin, age, or disability, except for reasons related to ability to perform the requirements of the job.

Inquires, complaints, and other communications relative to this policy and to the applicable laws and regulations concerned with non-discrimination shall be received by the SAU 29 Human Resources Director.

This policy of non-discrimination is applicable to all persons employed or served by the Keene School District. Any complaints or alleged infractions of the policy, law, or applicable regulations brought forward by staff will be processed through the grievance procedure as outline in the applicable CBA. Any complaints or alleged infractions of the policy, law, or applicable regulations for people not employed by the district should be referred to the Director of Human Resources. If the individual would like to appeal the decision of the Director of Human Resources the complaint will be referred to the Superintendent of Schools. If the complaint is unable to be resolved at this level the complaint will be referred to the Keene School Board whose decision will be final.

This policy implements PL 94-142, Section 504 of the Rehabilitation Act of 1973, Title II of the Americans with Disabilities Act, Title VI or VII of the Civil Rights Acts of 1964, Title IX of the Education Amendments of 1972, and the laws of New Hampshire pertaining to non-discrimination.

Approved KBE: January 16, 2007