

MILFORD SCHOOL DISTRICT
Milford, Delaware 19963

POLICY

4101

DISCRIMINATION

The Milford School District is an Equal Opportunity Employer and does not discriminate in employment or in educational programs, services or activities on the basis of race, color, creed, religion, gender (including pregnancy, childbirth and related medical conditions), national origin, citizenship or ancestry, age, disability, marital status, veteran status, genetic information, sexual orientation, gender identity, or upon any other categories protected by federal, state, or local law.

The district, therefore, commits itself to non-discrimination in all matters concerning staff, students, education programs and services, and persons with whom the Board does business.

If any person has a complaint alleging any action which is prohibited by this policy, they should contact the Title IX Coordinator or the District 504 and ADA Coordinator, 906 Lakeview Avenue, Milford, Delaware 19963. Telephone (302) 422-1600. Persons with disabilities or other special needs are encouraged to make contact as soon as possible, in order that reasonable accommodations can be made.

References:

- (1) Governor Tribbitt's Executive Order 40.
- (2) "Title IX" of Educational Amendments of 1972, Public Law 92-318 as amended by Public Law 93-568 "Nondiscrimination on Basis of Sex".
- (3) "Title VII" of the Civil Rights Act of 1964.
- (4) Agreement between Board of Education, Milford School District and the Milford Education Association.
- (5) Public Law 93-112 as amended by Public Law 93-516 and 94-142 Nondiscrimination On Basis of Handicap.
- (6) Americans with Disabilities Act
- (7) State of Delaware, Title 19, Labor General Provisions Chapter 7 Subchapter II.

ADOPTED: 8/17/70; 2/19/73; 11/10/75; 2/16/76; 7/18/77; 11/19/84; 10/23/89;
9/28/92; 12/16/02

REVISED: 6/21/10; 9/24/12; 11/25/13; 6/19/17