



## **EQUAL EMPLOYMENT OPPORTUNITY AND NON-DISCRIMINATION POLICY**

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:

Susan "Zé" Anderson-Brown  
Executive Director of Human Resources  
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:

Susan "Zé" Anderson-Brown  
Executive Director of Human  
Resources The Ira Allen Administration  
Building 150 Colchester Avenue  
Burlington, VT 05401  
(802) 864-2159; 1-800-253-0191 TDD  
[zabrown@bsdvt.org](mailto:zabrown@bsdvt.org)

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

Laura Nugent  
Director of Student Support Services  
The Ira Allen Administration Building  
150 Colchester Avenue  
Burlington, VT 05401  
(802) 864-2456; 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.