

WALLINGFORD  SWARTHMORE
SCHOOL DISTRICT
200 SOUTH PROVIDENCE ROAD, WALLINGFORD, PENNSYLVANIA 19086-6334

JANUARY 2019

TO: Students, Parents, Guardians, and Employees of the Wallingford-Swarthmore School District

EQUAL RIGHTS AND OPPORTUNITIES

In order to comply with Federal and State law, it is necessary for the Wallingford-Swarthmore School District to publish its equal rights and opportunities policy.

EQUAL RIGHTS AND OPPORTUNITIES POLICY

To comply with Federal laws, including Title IX of Education Amendments of 1972, Section 504 of the Rehabilitation Act of 1973, Title VI of the Civil Rights Act of 1964 and Title II of the American With Disabilities Act of 1990 (ADA), State laws, and State Department of Education regulations concerning equal rights and opportunities and to assure these within our school community, Wallingford-Swarthmore School District declares itself to be an Equal Rights and Opportunities school district. It does not discriminate against individuals or groups because of race, color, national origin, religion, age, sex, marital status or disability. Wallingford-Swarthmore School District's commitment to non-discrimination extends to students, employees, prospective employees, and the community.

EQUAL RIGHTS AND OPPORTUNITIES OFFICER

Compliance Officer and Areas of Responsibility

The following person has been administratively designated as Equal Rights and Opportunities Officer for Wallingford-Swarthmore School District:

Ferguson Abbott

Human Resources Director

It is the Officer's responsibility to make certain that all educational programs and activities and all employment practices are free from discrimination on the basis of those conditions stated in the policy. This responsibility includes instructing appropriate persons in the Wallingford-Swarthmore School District in the provisions of the laws and regulations concerning equal rights and opportunities and fair employment practices. The Officer can be reached at the Strath Haven Middle School, 200 South Providence Road, Wallingford, PA 19086, or by telephoning 610-892-3470, extension 1401, or by e-mail at fabbott@wssd.org.

Equal Rights and Opportunities (Continued)

Among other policies, the relevant ones include:

- #103 Nondiscrimination in Schools and Classrooms
- #104 Nondiscrimination in Employment and Contract Practices
- #248 Unlawful Harassment
- #249 Bullying

Every articulated complaint of discrimination, harassment, or bullying will be investigated appropriately under the policies of the Wallingford-Swarthmore School District.