

NON-DISCRIMINATION POLICIES

Myron B. Thompson Academy (MBTA) affirms and acknowledges the State of Hawaii's non-discrimination policy, as well as Board of Education Policy #5513, which prohibits unlawful discrimination in all Department of Education schools and offices.

MBTA will enforce the Board of Education's policy prohibiting unlawful discrimination. Administrators and supervisors must give serious attention to all complaints of unlawful discrimination, including complaints of sexual harassment. Each complaint must be investigated in a manner that is sensitive to the privacy rights of the complainant-victim. If such conduct is found to have occurred, prompt corrective action shall be taken to stop any unlawful behaviors and to ensure that further acts of harassment or other discrimination do not occur. Any MBTA employee who violates the policy will be subject to discipline which will include suspension and termination in appropriate cases. In addition, employees violating the nondiscrimination policy may be subject to civil and/or criminal liability.

NON-DISCRIMINATION

- Title VII of the Civil Rights Act of 1964 (P. L. 88-352) is a federal law which prohibits discriminatory employment practices with respect to race, color, religion, sex, or national origin.
- Age Discrimination in Employment Act of 1967 (P. L. 90-202) is a federal law which prohibits discrimination against employees on the basis of age from 40 years and above.
- Title IX of the Education Amendments of 1972 (P. L. 92-318) is a federal law which prohibits discrimination against employees on the basis of sex.
- Section 504 of the Rehabilitation Act of 1973 (P. L. 93-112) is a federal law which prohibits discrimination against employees on the basis of physical or mental disability.
- Equal Pay Act of 1963 (P. L. 88-38) is a federal law which prohibits wage differentiation on the basis of sex in jobs that require equal skill, effort, and responsibility and that are performed under equal working conditions.
- Chapter 378, Part I, Hawaii Revised Statutes is a state law which prohibits discrimination in employment because of race, sex, age, religion, color, ancestry, disability, marital status, sexual orientation or arrest and court record.
- Americans With Disabilities Act of 1990 (P. L. 101-336) is a federal law which prohibits discrimination on the basis of disability.