

NONDISCRIMINATION

Public schools have the responsibility to overcome, insofar as possible, any barriers that prevent children from achieving their potential. The public school system will do its part. This commitment to the community is affirmed by the following statements that the School Committee intends to:

1. Promote the rights and responsibilities of all individuals as set forth in the State and Federal Constitutions, pertinent legislation, and applicable judicial interpretations.
2. Encourage positive experiences in human values for children, youth and adults, all of whom have differing personal and family characteristics and who come from various socioeconomic, racial and ethnic groups.
3. Work toward a more integrated society and to enlist the support of individuals as well as groups and agencies, both private and governmental, in such an effort.
4. Use all appropriate communication and action techniques to air and reduce the grievances of individuals and groups.
5. Carefully consider, in all the decisions made within the school system, the potential benefits or adverse consequences that those decisions might have on the human relations aspects of all segments of society.
6. Initiate a process of reviewing policies and practices of the school system in order to achieve to the greatest extent possible the objectives of this statement.

The Committee's policy of nondiscrimination will extend to students, staff, the general public, and individuals with whom it does business; No person shall be excluded from or discriminated against in admission to a public school of any town or in obtaining the advantages, privileges, and courses of study of such public school on account of race, color, sex, gender identity, religion, national origin, sexual orientation or disability. If someone has a complaint or feels that they have been discriminated against because of their race, color, sex, gender identity, religion, national origin, sexual orientation or disability, their complaint should be registered with the Title IX compliance officer.

LEGAL REFS.: Title VI, Civil Rights Act of 1964
Title VII, Civil Rights Act of 1964, as amended by the Equal Employment
Opportunity Act of 1972
Executive Order 11246, as amended by E.O. 11375
Equal Pay Act, as amended by the Education Amendments of 1972
Title IX, Education Amendments of 1972
Rehabilitation Act of 1973
Education for All Handicapped Children Act of 1975
M.G.L. 71B:1 et seq. (Chapter 766 of the Acts of 1972)
M.G.L. 76:5; Amended 2011
M.G.L.76:16
BESE regulations 603CMR 26.00 Amended 2012
BESE regulations 603CMR 28.00

CROSS REFS.: ACA- ACE, Subcategories for Nondiscrimination
GBA, Equal Employment Opportunity
JB, Equal Educational Opportunities

UPDATED: June 2012

NONDISCRIMINATION ON THE BASIS OF SEX

The School Committee, in accordance with Title IX of the Education Amendments of 1972, declares that the school system does not and will not discriminate on the basis of sex in the educational programs and activities of the public schools. This policy will extend not only to students with regard to educational opportunities, but also to employees with regard to employment opportunities.

The School Committee will continue to ensure fair and equitable educational and employment opportunities, without regard to sex, to all of its students and employees.

The Superintendent will designate an individual to act as the school system's Title IX compliance officer. All students and employees will be notified of the name and office address and telephone number of the compliance officer.

LEGAL REFS.: Title IX of the Education Amendments of 1972
45 CFR, Part 86, (Federal Register, 6/4/75)
M.G.L. 76:5; 76:16 (Chapter 622 of the Acts of 1971)
BESE 603 CMR 26:00

CROSS REF.: AC, Nondiscrimination

**FRONTIER REGIONAL/UNION#38
SCHOOL DISTRICTS**

**NONDISCRIMINATION &
NONDISCRIMINATION ON THE BASIS OF SEX
COMPLAINT FORM**

Name of Complainant:
Position of Complainant:
Date of Complaint:
Name of alleged harasser:

Date and Place of
Incident or Incidents:

Description of Misconduct:

Name of Witnesses:

Evidence of Harassment,
i.e., letters, photos:

Any other information:

I agree that all the information on this form is accurate and true to the best of my knowledge.

Signature: _____

Date: _____

**FRONTIER REGIONAL/UNION#38
SCHOOL DISTRICTS**

**NONDISCRIMINATION &
NONDISCRIMINATION ON THE BASIS OF SEX
WITNESS DISCLOSURE FORM**

Name of Witness:

Position of Witness:

Date of Testimony/
Interview:

Description of
Instance Witnessed:

Any Other
Information:

I agree that all the information on this form is accurate and true to the best of my knowledge.

Signature: _____

Date: _____

**NON-DISCRIMINATION & NONDISCRIMINATION ON THE BASIS OF SEX
POLICY FORMS**

A Massachusetts state law requires that all employees receive *annually* a copy of the district's Nondiscrimination and Nondiscrimination on the Basis of Sex Policies.

For your review and future reference, I enclose these policies.

/s/ Lynn M. Carey, Ed.D.
Superintendent's Signature

Please complete the form below and return as soon as possible to the Superintendent's Office. Thank you.

I, _____ at the
_____ School
have received a copy of the Nondiscrimination and Nondiscrimination on the Basis Sex Policies.

Employee Signature

Date