

## **0521: Mission – Goals – Objectives Nondiscrimination**

The District shall promote nondiscrimination and an environment free of harassment based on an individual's race, color, religion, sex, sexual orientation, national origin, disability, marital status or age or because of the race, color, religion, sex, sexual orientation, national origin, disability, marital status or age of any other persons with whom the individual associates.

In keeping with requirements of federal and state law, the District strives to remove any vestige of discrimination in employment, assignment and promotion of personnel; in educational opportunities and services offered to students; in student assignment to schools and classes; in student discipline; in location and use of facilities; in educational offerings and materials; and in accommodating the public at public meetings.

The Board encourages staff to improve human relationships within the schools and to establish channels through which citizens can communicate their concerns to the administration and the Board.

The Superintendent shall appoint and make known the individuals to contact on issues concerning the Americans with Disabilities Act (ADA), Section 504 of the Rehabilitation Act of 1974, Title VI, Title VII, Title IX and other civil rights or discrimination issues. The Board will adopt and the District will publish grievance procedures providing for prompt and equitable resolution of student and employee complaints.

Federal civil rights laws prohibit discrimination against an individual because he/she has opposed any discrimination act or practice or because that person has filed a charge, testified, assisted or participated in an investigation, proceeding or hearing. ADA further prohibits anyone from coercing, intimidating, threatening or interfering with an individual for exercising the rights guaranteed under the Act.

### **Legal Reference**

Connecticut General Statutes  
(cf. 4111- Recruitment and Selection)  
(cf. 4111.114211.1- Affirmative Action)  
(cf. 4118.11- Nondiscrimination)  
(cf. 4118.111- Grievance Procedure-TitleIX)  
(cf. 4118.113/4218.113- Harassment)  
(cf. 5145.4- Nondiscrimination)  
(cf. 5145.5 -Sexual Harassment)  
(cf. 5145.51-Peer Sexual Harassment)  
(cf. 5145.52-Harassment)  
(cf. 5145.6 -Student Grievance Procedure)  
(cf. 6121- Nondiscrimination)  
(cf. 6121.1- Equal Educational Opportunity)

Title VII, Civil Rights Act, 42 U.S.C. 2000e, et seq.  
29 CFR 1604.11, EEOC Guidelines on Sex Discrimination.  
Title IX of the Educational Amendments of 1972,  
20 U.S.C. 1681 et seq.  
34 CFR Section 106.8(b), OCR Guidelines for Title IX,  
Definitions, OCR Guidelines on Sexual Harassment, Fed. Reg. Vol 62,  
#49, 29 CFR Sec. 1606.8 (a) 62 Fed Reg. 12033 (March 13, 1997)  
and 66 Fed. Reg. 5512 (January 19, 2001)  
*Meritor Savings Bank. FSB v. Vinson*, 477 U.S. 57 (1986)  
*Faragher v. City of Boca Raton*, No. 97-282 (U.S. Supreme Court,  
June 26, 1998)  
*Gebbs v. Lago Vista Indiana School District*, No. 99-1866, (U.S.  
Supreme Court, June 26, 1998)  
*Davis v. Monroe County Board of Education*, No. 97-843, (U.S.  
Supreme Court, May 24, 1999.)  
Connecticut General Statutes  
46a-60 Discriminatory employment practices prohibited.  
10-15c Discrimination in public schools prohibited. School attendance  
by Five-year olds. (Amended by P.A. 97-247 to include "sexual  
Orientation ")  
10-153 Discrimination on account of marital status.  
17a-101 Protection of children from abuse.

#### **POLICY HISTORY**

Adopted: 3/1/05

#### **BROOKFIELD PUBLIC SCHOOLS Brookfield, Connecticut**