

NONDISCRIMINATION

The Attleboro School Committee's policy of nondiscrimination extends to students, staff, the general public, and individuals with whom it does business. It is the policy of the Attleboro Public Schools to maintain a learning and working environment that is free from harassment, violence or discrimination based on actual or perceived of race, color, sex, religion, national origin, sexual orientation, age, disability, gender identity or expression, homeless status, pregnancy and/or pregnancy related conditions.

The Attleboro Public Schools has the responsibility of serving every student with the goal for all students to attain excellence and reach their maximum potential. No person shall be excluded from or discriminated against in admission to a public school in the City of Attleboro or in obtaining the advantages, privileges, and access to courses of study on actual or perceived of race, color, sex, religion, national origin, sexual orientation, age, disability, gender identity or expression, homeless status, pregnancy and/or pregnancy related conditions.

It is committed to equal opportunity for all individuals in education within a safe school environment that allows all students equal access and opportunities to all of the District's programs and activities, including academic programs, educational supports, services, and enrichment activities.

It will be a violation of this policy for any student, district employee or third party based on a student's, employee's or third party's actual or perceived protected class status to: (1) harass a student, district employee or third party through conduct or communication (e.g., physical, verbal, graphic or written) or to (2) inflict, threaten to inflict or attempt to inflict violence; or to (3) discriminate against a student, District employee or third party.

This policy applies to all of the academic and nonacademic (for example, athletic and extracurricular) programs of the district and will be enforced before, during, or after school hours on all school property, including the school bus, school functions, or events held at other locations. The policy also applies to any off-campus conduct that causes or threatens to cause a substantial and material disruption at school, or interferes with the rights of students, employees or third parties to be free from a hostile school environment, taking into consideration the totality of the circumstances on and off campus.

The Attleboro School Committee will:

1. Establish and promote an environment within Attleboro Public Schools that considers and ensures the rights and responsibilities of all individuals as set forth in the Federal and State Constitutions, pertinent legislation, and applicable judicial interpretations.
2. Support positive and equitable experiences within the Attleboro school community for children, youth, and adults, all of whom have differing personal and family characteristics with various socioeconomic, racial, and ethnic backgrounds.
3. Work toward a more inclusive society and enlist the support of individuals as well as groups and agencies, both private and governmental, in such an effort.
4. Use appropriate communication and other means to resolve and reduce the grievances of individuals and/or groups.
5. Consider decisions made within the school system in view of the potential benefits or adverse consequences that those decisions may have on individuals and/or groups.
6. Review policies and practices of the school system on an ongoing basis to ensure full implementation of the spirit and intent of this nondiscrimination policy.
7. The Boy Scouts of America Equal Access Act prohibits school districts from denying equal access or a fair opportunity to meet to, or discriminating against, any group officially affiliated with the Boy Scouts of America, or any other youth group listed in Title 36 of the United States Code as a patriotic society.
<https://www2.ed.gov/policy/rights/quid/ocr/boyscouts.html>

The Attleboro Public Schools will promptly investigate all incidents of harassment, violence or discrimination that are known or reasonably should be known by the Attleboro Public Schools, including any complaints or reports — whether formal or informal, verbal or written — based on a student's, district employee's or third parties' actual or perceived protected class status. The

district will adhere to the Attleboro Public Schools Nondiscrimination/Anti-Harassment Procedures for filing a complaint for discrimination, harassment or violence on account of actual or perceived protected class status and will take appropriate action to respond to these incidents, which may include disciplinary action against any student or District employee who is found to have violated this policy. Appropriate administrative and staff follow-up will be provided for targets and offenders of harassment, violence and discrimination.

An employee who receives such a complaint, otherwise becomes aware, or personally observes possible harassment based on actual or perceived protected class status shall intervene when it is safe to do so and immediately report it to the district's discrimination/harassment complaint official or the principal of the relevant school site.

The district discrimination/harassment complaint officials for the Attleboro Public Schools are:

Section 504/ Americans with Disabilities Act (ADA)/Title IX/Title VI (for student complaints):

Laurie Regan, Assistant Superintendent
Attleboro Public Schools
100 Rathbun Willard Drive, Attleboro, Massachusetts 02703-2799
(508) 222-0012, ext. 1640
Email: lregan@attleboroschools.com

Titles VI, VII, IX, ADA, Section 504 (for employee or third-party complaints), Chapter 622 AND Age Discrimination Appeals Officer:

Julienne Singer, Human Resources Director
Attleboro Public Schools
100 Rathbun Willard Drive, Attleboro, Massachusetts 02703-2799
(508) 222-0012, ext. 1367
Email: jsinger@attleboroschools.com

If one of the discrimination/harassment officials is the person alleged to be engaged in discrimination/harassment, the complaint shall be filed with one of alternate officials or any other school employee the student or employee chooses.

Legal References:

- 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 1993
- M.G.L. 76:16
- Board of Education Chapter 622 Regulations Pertaining to Access to Equal Educational Opportunity, adopted 6/24/75, as amended 10/24/78
- Board of Education 603 CMR 26.00
- Board of Education Chapter 766 Regulations, adopted 10/74, as amended through 3/28/78
- The American with Disabilities Act of 1990
- The Age Discrimination Act of 1975
- U.S. Code Title 36

DEFINITIONS:

TITLE VI OF THE CIVIL RIGHTS ACT OF 1964

Title VI prohibits discrimination based on race, color, and national origin.

TITLE VII OF THE CIVIL RIGHTS ACT OF 1964

Title VII prohibits employment discrimination based on race, color, religion, sex and national origin.

TITLE IX

No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance.

Students will also receive training for leadership roles as they work collaboratively with their peers, educators and parents in monitoring, evaluation and changing school policy and curriculum in keeping with the provisions of Chapter 622 and Title IX.

CHAPTER 622

No person shall be excluded from or discriminated against in admission to a public school of any town, or in obtaining the advantage, privileges, and courses of study of such public school on account of race, color, sex, religion, or national origin.

THE AMERICAN WITH DISABILITIES ACT OF 1990

The ADA prohibits discrimination by any public entity against persons with disabilities. <http://www.jan.wvu.edu/links/adalinks.htm>

SECTION 504 OF THE REHABILITATION ACT OF 1973

Section 504 prohibits discrimination on the basis of disability.
<http://www.ed.gov/offices/OCR/regs/34cfr104.html>

THE AGE DISCRIMINATION ACT OF 1975

The Age Act prohibits discrimination on the basis of age.
<http://www.ed.gov/offices/OCR/age.html>