

## HOPKINTON SCHOOL COMMITTEE POLICY

### NON-DISCRIMINATION and CIVIL RIGHTS NOTICE TO STUDENTS, PARENTS and EMPLOYEES

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 and or witnessed discrimination based race, color, sex, gender identity, religion, national origin, sexual orientation or disability, a complaint must be registered with the Title IX compliance officer.

#### **Designation of Civil Rights Administration**

The principal of each school in the Hopkinton Public Schools, or at least one employee designated by the principal, will have the responsibility to respond to matters of civil rights that arise in the school setting. The principal or designee shall be given a title and be prominently identified as available to receive reports and complaints of civil rights violations from students, faculty, and staff. The designee will receive specialized civil rights training and take responsibility for upholding school civil rights and safety policies. The designee will also serve as

a liaison to law enforcement agencies, and assist the principal and superintendent in making referrals of possible criminal matters to law enforcement authorities.

Note: This policy shall appear in the faculty and student handbook

Source	MASC
First Reading	January 16, 2014 March 20, 2014 Repeated due to extensive revisions.
Second Reading	April 3, 2014
Third Reading	
Adopted	November 15, 2001
Policy Amended	December 17, 2009 April 3, 2014
Legal References	Title IX of the Education Act Amendments of 1972 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 Section 504 Of The Rehabilitation Of 1973 Education for All Handicapped Children Act of 1975 M.G.L. <u>71B:1</u> et seq. (Chapter 766 of the Acts of 1972) M.G.L. <u>76:5</u> ; Amended 1993 M.G.L. <u>76:16</u> (Chapter 622 of the Acts of 1971) BESE regulations 603CMR <u>26:00</u> Amended 2012 BESE regulations 603CMR <u>28.00</u> M.G.L. 22c, Sec. 33; 501 CMR 4.04 (1) the Hate Crimes Reporting Act Age Discrimination Act of 1975 An Act Relative to Gender Identity (Ch. 199 of the Acts of 2011) 603 CMR 26 and 49:00 Access to Equal Educational Opportunities / Duty to Notify MGL 265:43, 43A Criminal Harassment
Policy Cross Reference	JICB – Anti-Bullying Policy ACE – Non-Discrimination on Basis of Handicap ACAB – Sexual Harassment
Related Resources	HPS Student Handbooks HPS Faculty Handbook
Procedure Reference	ACER - Grievance Procedure For Complaints Alleging Violation Of Section 504 Of The Rehabilitation Of 1973 AC-E1 - Responsibilities of School Personnel and Students in Relation to Witnessed or Reported Bias Incidents