

Students

Nondiscrimination

The Board shall not discriminate on the basis of race, color, religion, sex, sexual orientation, gender identity or expression, national origin, disability, marital status or age. The Board will promote an educational environment free from harassment and discrimination.

In keeping with requirements of federal and state law, the Board strives to remove any element 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 shall adopt and the District shall publish grievance procedures providing for prompt and equitable resolution of complaints concerning the Americans with Disabilities Act (ADA), Section 504 of the Rehabilitation Act of 1973, Title IX, and the Age Discrimination Act. As part of those procedures, the Superintendent shall appoint and publish the names of the individuals to contact with any such complaints.

Federal civil rights laws prohibit discrimination and/or retaliation against an individual because he/she has opposed any discriminatory act or practice or because that person has filed a charge, testified, assisted or participated in an investigation, proceeding or hearing. The Board shall not retaliate against any person for these types of protected activities, or coerce, intimidate, threaten or interfere with an individual for exercising the rights guaranteed under these federal laws.

Legal Reference: Connecticut General Statutes
 19-581 through 585 AIDS testing and medical information.
 10-209 Records not to be public.
 46a-60 Discriminatory employment practices prohibited.
 Section 504 and the Federal Vocational Rehabilitation Act of 1973, 20
 U.S.C. 706(7)(b).
 Federal Laws
 Rehabilitation Act of 1973, 29 U.S.C. § 701 et seq., 34 CFR § 104.1 et seq.
 Americans with Disabilities Act, 42 U.S.C. § 12131 et seq.,
 28 CFR § 35.101 et seq.
 Title IX of the Educational Amendments of 1972, 20 U.S.C. § 1681 et
 seq., 34 CFR § 106.1 et seq.
 Title VI, Civil Rights Act, 42 U.S.C. § 2000d, et seq.
 Title VII, Civil Rights Act, 42 U.S.C. § 2000e, et seq.

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Legal Reference: (continued)

Age Discrimination Act of 1975, 42 U.S.C. § 6101 et seq., 34 CFR § 110.1 et seq.

Guidelines on Discrimination Because of Sex, 29 CFR § 1604.1, et seq.

Guidelines on Discrimination Because of Religion, 29 CFR § 1605.1 et seq.

Guidelines on Discrimination Because of National Origin, 29 CFR § 1606.1 et seq.

OCR Guidelines on Sexual Harassment, 62 Fed Reg. 12034 (March 13, 1997) and 66 Fed. Reg. 5512 (January 19, 2001).

Policy adopted: October 5, 2015

REGIONAL SCHOOL DISTRICT NO. 14
Bethlehem and Woodbury, Connecticut

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Discrimination Complaints

It is the express policy of the Board of Education of Regional School District No. 14 to provide for the prompt and equitable resolution of complaints alleging any discrimination on the basis of protected characteristics such as race, color, religion, age, sex, sexual orientation, gender identity or expression, marital status, national origin, or disability. In order to facilitate the timely resolution of such complaints any student who feels that he/she has been discriminated against on the basis of these protected characteristics should file a written complaint with the Office of the Superintendent of Schools

Preferably, complaints should be filed within thirty (30) days of the alleged occurrence. Timely reporting of complaints facilitates the investigation and resolution of such complaints.

Complaints will be investigated promptly and corrective action will be taken when allegations are verified.

Specifically, upon receipt of a written complaint of discrimination, the Superintendent and/or his or her designee should:

1. offer to meet with the complainant to discuss the nature of his/her complaint;
2. provide the complainant with a copy of the Board's antidiscrimination policy and accompanying regulations;
3. investigate the factual basis of the complaint, including, as applicable, conducting interviews with individuals deemed relevant to the complaint;
4. conduct the investigation in a confidential manner, to the extent practicable, adhering to the requirements of state and federal law;
5. communicate the findings and/or results of any investigation to the complainant; and
6. take appropriate corrective and disciplinary action, as deemed appropriate by the Superintendent and/or his or her designee.

If the complaint involves an allegation of discrimination based on disability or sex, the complainant should be referred to the Board's policies and procedures related to Section 504 of the Rehabilitation Act (for claims of discrimination and/or harassment based on disability) and Sex Discrimination/Sexual Harassment (for claims of discrimination and/or harassment based on sex).

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Discrimination Complaints (continued)

For allegations pertaining to race, color or national origin discrimination, at any stage in this complaint procedure, the complainant has the right to file formal complaints regarding such matters with:

Boston Office
Office of Civil Rights
U.S. Department of Education
33 Arch Street, Suite 900
Boston, MA 02110-1491

If a complaint is filed with the Office of Civil Rights, it must be filed in writing no later than one hundred eighty (180) days after the occurrence of the alleged discrimination.

