

HOLBROOK PUBLIC SCHOOLS

NONDISCRIMINATION

The purpose of this document is to state and reaffirm the commitment of the Holbrook Public Schools to maintaining an educational environment and workplace where bigotry and intolerance, including discrimination on the basis of race, age, color, sex, gender, gender identity, religion, national origin, sexual orientation, homeless status or disability have no place, and where any form of intimidation, threat, coercion and/or harassment that insults the dignity of others and interferes with their freedom to learn or work is unacceptable. This policy will extend not only to students with regards to education opportunities but also to employees with regard to employment opportunities. The Holbrook Public Schools will ensure fair and equitable educational and employment access and opportunities without regard to race, age, color, sex, gender, gender identity, religion, national origin, sexual orientation, homeless status or disability.

The Holbrook Public Schools will not tolerate from its students, teachers, or other employees any form of discrimination, including intimidation, threat, coercion, and/or harassment, for such conduct is contrary to the mission of the Holbrook Public Schools. Furthermore, retaliatory conduct toward persons who have filed complaints will not be tolerated as well as retaliation against any person who has testified, assisted, or participated in an investigation, proceeding or hearing, of a complaint.

Unacceptable conduct for which the Holbrook Public Schools has no tolerance includes, but is not limited to, any action or speech that contributes to, promotes, or results in a hostile or discriminatory environment. Many forms of harassment have been recognized as violations of the civil rights laws by federal courts, the U.S. Equal Employment Opportunity Commission, the U.S. Department of Education, Office for Civil Rights and the Commonwealth of Massachusetts. Accordingly, derisive statements made regarding a person's race, age, color, sex, gender, gender identity, religion, national origin, sexual orientation, homeless status or disability, including statements made in person or by telephone, postal, or electronic mail, or any other means of communication, if sufficiently severe, pervasive, or persistent that they (a) interfere with or limit an individual's ability to participate in or benefit from employment in the Holbrook Public Schools or from any Holbrook School program or activity, or (b) create an intimidating, threatening, or abusive educational or working environment, will not be tolerated by the Holbrook Public Schools.

The Holbrook Public Schools will vigorously implement and enforce its policies of non-discrimination to foster a fair and respectful environment where equal and fair treatment of its students and employees is an integral part of its daily operations.

Any member of the Holbrook Public School community who believes s/he has been subject to discrimination or harassment, or who has information regarding any such discriminatory or harassing conduct within the Holbrook Public Schools is encouraged to report such matters to the compliance officer. The compliance officer will investigate the claim and will recommend corrective action if necessary, to the Superintendent.

Any individual who, for whatever reason, is uncertain about or has questions regarding the reporting procedure is encouraged to contact the Superintendent of Schools. All students and employees will be notified of the name, address, and telephone number of the compliance officer.

SOURCE: MASC

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 (Chapter 622 of the Acts of 1971)
Board of Education 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, C.151B §4, 2016

Adopted: November 3, 2004

Amended: April 12, 2012, August 29, 2012, March 23, 2017, April 12, 2018