

SCOTLAND BOARD OF EDUCATION
Board Policy

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 the staff to improve human relationships within the school 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 Superintendent will develop and publish grievance procedures providing for prompt and equitable resolution of student and employee complaints.

Federal civil rights laws prohibiting 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.

- (cf. 4111- Recruitment and Selection)
- (cf. 4111.1/4211.1 – Affirmative Action)
- (cf. 4118.11 – nondiscrimination)
- (cf. 4118.111 Grievance Procedure – Title IX)
- (cf. 4118.113/4218.113 – Harassment)
- (cf. 5145.4 – Nondiscrimination)
- (cf. 5145.5 – Sexual Harassment)

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Nondiscrimination (continued)

(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)

Legal References: 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)
- Gebbser v. Lago Vista Indiana School District, No. 99-1866, (U.S. Supreme Court, June 26, 1998)
- Davis v. Monro 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 school 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.