

### III. Human Resources

(formerly #4112 & #4200)

#### B. Statement of Nondiscrimination and Affirmative Action

The Narragansett School System does not discriminate on the basis of race, color, national origin, sex, disability, or age in its programs and activities and provides equal access to all sponsored programs and activities. The following person has been designated to handle inquiries regarding the non-discrimination policies:

#### **Title II ADA Coordinator: Human Resource and Payroll Coordinator**

25 Fifth Ave., Narragansett, R.I., 02882  
(401) 792-9450  
District Website: [www.narragansett.k12.ri.us](http://www.narragansett.k12.ri.us)

#### **Title IX Coordinator: Director of Finance and Administration**

25 Fifth Ave., Narragansett, R.I., 02882  
(401) 792-9450  
District Website: [www.narragansett.k12.ri.us](http://www.narragansett.k12.ri.us)

#### **Section 504 Coordinator: Director of Student Services**

25 Fifth Ave., Narragansett, R.I., 02882  
(401) 792-9450  
District Website: [www.narragansett.k12.ri.us](http://www.narragansett.k12.ri.us)

**Note:** All Inquiries may also be directed to the Office of the Superintendent:

25 Fifth Ave.  
Narragansett, R.I., 02882  
(401) 792-9450  
District Website: [www.narragansett.k12.ri.us](http://www.narragansett.k12.ri.us)

For further information on notice of non-discrimination, visit:

1. <http://www2.ed.gov/about/offices/list/ocr/docs/nondisc.html>
2. **OCR New England Region - (Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, Vermont)**  
Susan Rhodes, Regional Manager  
Office for Civil Rights  
U.S. Department of Health and Human Services  
Government Center  
J.F. Kennedy Federal Building - Room 1875  
Boston, MA 02203  
Customer Response Center: (800) 368-1019  
Fax: (202) 619-3818  
TDD: (800) 537-7697  
Email: [ocrmail@hhs.gov](mailto:ocrmail@hhs.gov).....

Pursuant to the philosophy of the Narragansett School Committee and its administration, the Narragansett School System does not illegally discriminate on the basis of race, color, creed, national or ethnic origin, gender, religion, disability, age, sexual orientation, gender identity or expression, disabled veteran, veteran of the Vietnam Era, or citizenship status. This nondiscrimination policy encompasses the operation of the school department's educational programs and activities including admissions policies, athletic and other School Department-administered programs. It also encompasses the employment of School Department personnel and contracting by the School Department for goods and services.

The Narragansett School System's policy of nondiscrimination is consistent with Title IX of the Educational Amendments of 1972, Title VI of the Civil Rights Act of 1964, Title VII of the Civil Rights Act of 1964, Executive Order 11246, the Equal Pay Act, the Age Discrimination in Employment Act, the Americans With Disabilities Act, Section 504 of the Rehabilitation Acts of 1973, Section 503 of the Rehabilitation Act of 1973, Section 402 of the Vietnam Era Veterans Readjustment Assistance Act of 1974, and the Immigration Reform and Control Act of 1986. It is also consistent with the several similar Rhode Island General Laws, Executive Orders, and mandates of the Department of Elementary and Secondary Education.

The Title II ADA Coordinator is hereby designated as the Narragansett School System's coordinator for the enforcement of this policy and is specifically charged with ensuring that the federal regulatory mandates of Title IX of the Education Act Amendments of 1972, Section 504 of the Rehabilitation Act, and the Age Discrimination in Employment Act which call for the appointment of a coordinator or "responsible person," are complied with. Matters relating to discrimination may be referred to the Title II ADA Coordinator, Narragansett School System, 25 Fifth Ave., Narragansett, Rhode Island 02882 (phone: 401-792-9450). Pursuant to this philosophy of nondiscrimination, the Narragansett School System is committed to taking affirmative action to employ and advance in employment qualified women and minorities, and disabled persons including qualified special disabled veterans and veterans of the Vietnam Era. Anyone who is subject to or witnesses any violation of this policy is encouraged to avail themselves of the Narragansett School System's Complaint Resolution Procedure. They may also file a complaint with the Rhode Island Commission for Human Rights, 180 Westminster Street, Providence, R.I. 02903, (401) 222-4477; Equal Employment Opportunity Commission (EEOC) One Congress Street, Boston, MA 02114, (617) 565-3200; Office of Civil Rights, United States Department of Education, 140 Federal Street, Boston, MA 02110, (617) 223-6397. Employees who are subject to collective bargaining agreements may pursue complaints under their grievance procedures.

Revised - February, 1999

Reference

Title IX Federal Regulations

RI Gen. Laws § 16-38-1.1 - Discrimination Because of Sex

RI Gen. Laws § 42-87-1 et seq. - Civil Rights of People with Disabilities

Commissioner's Decision: North Kingstown Band Room

Adopted: May, 1976

Amended: May 1979

Revised: September 19, 1990

Amended:

1st Reading: November 16, 2005

2nd Reading: December 21, 2005

Revised:

1st Reading: May 18, 2016

2nd Reading: November 16, 2016

Narragansett School System

Narragansett, Rhode Island