


SCHOOL COMMITTEE POLICY
NEEDHAM PUBLIC SCHOOLS

FILE

AC

Policy for: NON-DISCRIMINATION AND HARASSMENT	Revision 2
Date Approved by School Committee: February 27, 2018	Signature of Chair  Heidi Black
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The Needham Public Schools ("District") does not discriminate against students, parents, employees or the general public on the basis of race, color, sex, homeless status, gender identity, religion, national origin, sexual orientation, disability, or age. In addition to the protected classes identified and in regard to employment practices, the District also does not discriminate based on genetic information, ancestry or status as a veteran.

The District also provides equal access to the Boy Scouts, Girls Scouts and other designated youth groups in accordance with the Boy Scouts of America Equal Access Act. 20 U.S.C. § 7905; 34 C.F.R. Part 108. The District also does not discriminate against students on the basis of homelessness in a manner consistent with the requirements of the McKinney-Vento Act.

The Needham Public Schools is also committed to maintaining a school environment free of harassment. Harassment based on race, color, religion, national origin, gender, sexual orientation, gender identity, homeless status, age or disability is prohibited.

The District's policy of non-discrimination and harassment extends 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 the Needham Public Schools or in obtaining the advantages, privileges, and courses of study.


The Superintendent shall designate at least one administrator to respond and serve as the compliance officer for the District's non-discrimination and harassment policies in education-related activities, including but not limited to the inquiries related to Title VI of the Civil Rights Act of 1964; Title VII of the Civil Rights Act of 1964; Title IX of the Education Amendments of 1972; Section 504 of the Rehabilitation Act of 1973; Title II of the Americans with Disabilities Act; the Age Act; M.G.L c. 76, § 5; M.G.L. c. 151B and 151C; and 603 C.M.R. § 26.00.

The designee(s) shall handle inquiries, complaints, or grievances regarding the District's non-discrimination policies, the Superintendent shall adopt and publish a grievance procedure for addressing reports of discrimination and harassment based on race, color, sex, gender identity, religion, national origin, sexual orientation, homeless status, age or disability. The grievance procedure shall identify the name, office address and telephone number for the compliance officer for the above reference statutes and this policy. The grievance procedure shall be published in each student handbook and be made available on the District's website.

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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; Section 504 of the Rehabilitation Act of 1973; Title II of the Americans with Disabilities Act of 1990; Individual with Disabilities Education Act; M.G.L. 71B:1 et seq.; M.G.L. c. 151B, 151C; M.G.L. 76:5; 603 C.M.R. 26.00; 603 C.M.R. 28.00.