NEW HAVEN PUBLIC SCHOOLS

MISSION-GOALS-OBJECTIVES

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Mission – Goals – Objectives

Nondiscrimination

The District shall not discriminate based on an individual’s race, color, religion, sex, sexual orientation, gender identity/expression, national origin, ancestry, disability, or marital status.

In keeping with requirements of federal and state law, the District prohibits 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 publish grievance procedures providing for prompt and equitable resolution of student and employee complaints concerning the Americans with Disabilities Act (ADA), Section 504 of the Rehabilitation Act of 1974, Title IX, Title VI, Title VII and other civil rights or discrimination issues.

Federal civil rights laws prohibit discrimination 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.

(cf. 4111 – Recruitment and Selection)
(cf. 4111.1/4211.1 – Affirmative Action)
(cf. 4118.11 – Nondiscrimination)
(cf. 4118.113/4218.113 – Harassment)
(cf. 5145.4 – Nondiscrimination)
(cf. 5145.5 – Sexual Harassment)
(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)

Grievance Procedures

The District shall utilize these grievance procedures for complaints falling under the Americans with Disabilities Act (ADA) and Title IX.

For each federal law listed above, the school district will appoint a coordinator whose responsibilities include grievance procedures, educating students as to their rights and responsibilities, training faculty, and ensuring that the school is free from discrimination and harassment.
Mission – Goals – Objectives

Nondiscrimination

Grievance Procedures (continued)

The Title II (ADA) Coordinator for the District is:

Valerie Hudson Brown
54 Meadow Street
New Haven, CT 065119
475-220-1549

The Title IX Coordinator for the District is:

Carolyn Ross Lee
54 Meadow Street
New Haven, CT 065119
472-220-1161

If any student, parent or employee feels he/she has been the victim of discrimination or harassment by an adult or student, he/she should seek the help of the appropriate coordinator, or the principal of the school. The principal shall be responsible for referring the complaint to the appropriate coordinator for investigation.

The following information is required when completing a complaint.

- Name(s) of person(s) or group making the complaint.
- Whether the person(s) represents an individual group.
- Whether the person(s) making the complaint has discussed the problem with the site administrator.
- A summary of the complaint and suggested solution(s).

Processing of the Complaint

The complainant shall be presented in writing, with a suggested solution, to the appropriate Coordinator. If assistance is needed in writing the complaint, the complainant may seek assistance from the appropriate Coordinator. The Coordinator will have thirty (30) school days, unless further time is required, to mail a response to the Complainant. The Coordinator should interview the complainant and consider all documents offered before rendering a response.

If harassment is found, immediate and appropriate action will be taken to stop the harassment and deter its recurrence. The Board is committed to providing a safe educational environment free from discrimination.
Mission – Goals – Objectives

Nondiscrimination

Grievance Procedures (continued)

In addition to the internal complaint procedures set forth herein, complaints of discrimination and/or harassment can be reported to:

Office for Civil Rights
U.S. Department of Education
5 Post Office Square, 8th Floor
Boston, MA 02109-3921
Telephone: 617-289-0111
Fax: 617-289-0150; TDD: 877-521-2172
Email: OCR.Boston@ed.gov
http://www2.ed.gov/about/offices/list/ocr/complaintintro.html

Legal Reference:

Title VII, Civil Rights Act, 42 U.S.C. 2000e, et seq.
29 CFR 1604.11, EEOC Guidelines on Sex Discrimination.
34 CFR Section 106.8(b), OCR Guidelines for Title IX.
20 U.S.C. 7905 (Boy Scouts of America Equal Access Act)
Faragher v. City of Boca Raton, No. 97-282 (U.S. Supreme Court, June 26, 1998)
Davis v. Monro County Board of Education, No. 97-843, (U.S. Supreme Court, May 24, 1999.)
Title II of the Genetic Information Nondiscrimination Act of 2008
Connecticut General Statutes
46a-51 Definitions
46a-58 Deprivation of rights. Desecration of property. Placing of burning cross or noose on property. Penalty. (as amended by PA 17-127)
46a-60 Discriminatory employment practices prohibited.
10-15c Discrimination in public schools prohibited. School attendance by five-year olds. (Amended by P.A. 97-247 to include “sexual orientation” and P.A. 11-55 to include “gender identity or expression”)
10-153 Discrimination on account of marital status.
Mission – Goals – Objectives

Nondiscrimination

Legal Reference: (continued)
17a-101 Protection of children from abuse.
The Americans with Disabilities Act as amended by the ADA Amendments Act of 2008
Public Law 111-256

Policy adopted: September 12, 2018                  NEW HAVEN PUBLIC SCHOOLS
                                                        New Haven, Connecticut
REPORT FORM FOR COMPLAINTS OF DISCRIMINATION

Complainant: ____________________________________________________________
Home Address: __________________________________________________________
Home Phone: ____________________________________________________________
School building: __________________________________________________________
Date of Alleged Incident(s): ______________________________________________

Alleged harassment was based on: (Check all that apply.)

☐ Race  ☐ Color  ☐ National Origin  ☐ Gender Identity or Expression
☐ Gender  ☐ Disability  ☐ Religion  ☐ Status as a Veteran
☐ Ancestry  ☐ Age  ☐ Sexual Orientation

Name of person you believe violated the District’s nondiscrimination policy:
_____________________________________________________________________

If the alleged discrimination was directed against another person, identify the other person:
_____________________________________________________________________

Describe the incident as clearly as possible, including any verbal statements (i.e., threats, derogatory remarks, demands, etc.) and any actions or activities. Attach additional pages if necessary:
_____________________________________________________________________
_____________________________________________________________________
_____________________________________________________________________
_____________________________________________________________________

When and where incident occurred: _________________________________________

List any witnesses who were present: _________________________________________
_____________________________________________________________________
_____________________________________________________________________

This complaint is based on my honest belief that _____________________________ has discriminated against me or another person. I certify that the information provided in this complaint is true, correct and complete to the best of my knowledge.

_________________________________________  ___________________________
Complainant’s Signature  Date

_________________________________________  ___________________________
Received By  Date