

NEW HAVEN PUBLIC SCHOOLS

MISSION-GOALS-OBJECTIVES

SERIES 0000

	Number	Policy or Regulation
0. Philosophy of the Public Schools	0000	P
1. Code of Ethics	0050	P
A. Mission Statement	0100	P
2. Goals/Objectives	0200	P
A. Goals/Objectives for Student Accomplishment	0210	P
3. Policies for the Public Schools	0300	P
4. Comprehensive Improvement Plans/Schedules	0500	P
5. Equal Opportunity Plan	0521	P/R
(a) Grievance Procedure - Title IX/ Rehabilitation Act, Section 504		

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.
 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)
 20 U.S.C. 7905 (Boy Scouts of America Equal Access Act)
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)
Gebbs 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.)
 The Vietnam Era Veterans' Readjustment Act of 1974, as amended, 38U.S.C. §4212
 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
Meacham v. Knolls Atomic Power Laboratory 128 S.Ct. 2395, 76
U.S.L.W. 4488 (2008)
Federal Express Corporation v. Holowecki 128 S.Ct. 1147, 76 U.S.L.W.
4110 (2008)
Kentucky Retirement Systems v. EEOC 128 S.Ct. 2361, 76 U.S.L.W. 4503
(2008)
Sprint/United Management Co. v. Mendelsohn 128 S.Ct. 1140, 76
U.S.L.W. 4107 (2008)

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.)

- | | | | |
|-----------------------------------|-------------------------------------|---|--|
| <input type="checkbox"/> Race | <input type="checkbox"/> Color | <input type="checkbox"/> National Origin | <input type="checkbox"/> Gender Identity or Expression |
| <input type="checkbox"/> Gender | <input type="checkbox"/> Disability | <input type="checkbox"/> Religion | <input type="checkbox"/> Status as a Veteran |
| <input type="checkbox"/> Ancestry | <input type="checkbox"/> Age | <input type="checkbox"/> 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