



School Committee Policy:

#14

Equal Educational Opportunity/Equal Employment Opportunity

The Maynard School Committee insures equal employment/educational opportunities regardless of race, color, age, religion, national origin, sex, gender identity, marital status, veteran's status, disability or sexual orientation in accordance with the legal references cited below.

Every course and activity offered in the Maynard Public Schools is open to all students regardless of race, color, sex, gender identity, religion, national origin or sexual orientation in accordance with M.G.L. c. 76, sect. 5. Courses will be designed to be of interest to both sexes and to encourage exploration of non-traditional occupations. See also policy #660, "Part-time Students".

The Maynard Public Schools encourages students to develop broad views of the options which are open to males and females in school activities, courses, fields of study and occupations. Priority will be given to the climate of the school and classroom, to instructional methods and materials, and course and curriculum planning.

ENFORCEMENT

This policy will be enforced by the Superintendent or appointed designee. The Superintendent shall establish and maintain procedures describing the process for administering this policy, including how to file a claim of discrimination, how claims shall be investigated, and disciplinary actions that may be taken.

Any violation of this policy should be brought to the attention of the Superintendent or appointed designee as soon as possible. A thorough investigation will be conducted in a timely fashion, followed by whatever action is deemed appropriate as provided herein and in the procedures developed to administer this policy.

Any employee or member of the school community found to have engaged in discrimination shall be subject to sanctions including, but not limited to; warning, suspension, expulsion, or termination, subject to applicable procedural requirements established by law or by any collective bargaining agreements.

Any attempt by an employee or a student to retaliate against a person who makes a claim of

discrimination or provides information regarding a claim of discrimination is strictly prohibited, and will result in serious disciplinary action as provided by the previous sentence.

In addition to following the procedures outlined in this policy, a person may file a formal complaint with the following agencies:

Employees:

U.S. Equal Employment Opportunity Commission, 475 Government Center, Boston, MA 02203
1-800-669-4000

Massachusetts Commission Against Discrimination, One Ashburton Place, Room 601, Boston, MA 02108 (617) 994-6000

Students:

Massachusetts Commission Against Discrimination, One Ashburton Place, Room 601, Boston, MA 02108 (617) 994-6000. **N.B. The MCAD only has jurisdiction for student complaints alleging admission to the Maynard Public Schools.**

Bureau of Special Education Appeals, One Congress St., 11th Floor, Boston, MA 02114 (617) 626-7250 **N.B. The BSEA only has jurisdiction over complaints alleging disability discrimination.**

Office for Civil Rights, Region I, Five Post Office Square, 8th Floor, Boston, MA 02109-3921 (617) 289-0111

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Earlier Version: 10/06, 1/98, 5/95, 7/93, 4/88, 1/79

Cross Reference: #13, 16, 562, 564, 660, 661

Legal Reference: MGL76:5 Amended 2011, 151B, Title VI of the Civil Rights Act of 1964; Title IX of the Educational Amendments of 1972; Section 504 of the Rehabilitation Act of 1973; Americans with Disabilities Act.
