

NON-DISCRIMINATION

Title VI, Title IX, Section 504, ADA, Age Discrimination Act, G.L. c. 76, §5,
G.L. c. 151B, G. L. c. 151C, 603 CMR §26.08

Pursuant to G.L. c. 76, § 5, no person shall be excluded from or discriminated against in admission to a public school of any town, or in obtaining the advantages, privileges and courses of study of such public school on account of race, color, creed, religion, ancestry, national origin, sex, socioeconomic status, homelessness, academic status, gender identity or expression, physical appearance, pregnant or parenting status, sexual orientation, mental, physical, developmental or sensory disability or by association with a person who has or is perceived to have one or more of these characteristics. Additionally, pursuant to Federal and state law, no person shall be discriminated against on account of disability, homelessness, pregnancy status, or age. However, nothing in this prohibition shall be construed to prevent the Medfield Public Schools from making age qualifications for entering and attending school or participating in extracurricular activities.

Given its commitment to non-discrimination principles, the School Committee affirms its intent to:

1. Promote the rights and responsibilities of all individuals as set forth in the State and Federal Constitutions, pertinent legislation, and applicable judicial interpretations.
2. Encourage positive experiences in human values for children, youth and adults, and create safe school and classroom environments for all students, staff, parents, and visitors, including those with actual or perceived differentiating characteristics, including race, color, creed, religion, ancestry, national origin, sex, socioeconomic status, homelessness, academic status, gender identity or expression, physical appearance, pregnant or parenting status, sexual orientation, mental, physical, developmental or sensory disability or by association with a person who has or is perceived to have one or more of these characteristics;
3. Work toward a more integrated society and to enlist the support of individuals as well as groups and agencies, both private and governmental, in such an effort.
4. Use all appropriate communication and action techniques to air and reduce the grievances of individuals and groups, and to investigate and remediate those grievances when they occur.
5. Initiate a process of reviewing policies and practices of the school system in order to achieve, to the greatest extent possible, the objectives of this statement.

In addition, the Medfield Public Schools will reasonably accommodate and modify its policies for individuals with disabilities when necessary to ensure that individuals with disabilities have an equal opportunity to access and participate in the programs of the District and to ensure that students with disabilities receive a free and appropriate public education. If a student or other individual requires a reasonable accommodation or modification to a policy or procedure, please contact the student's Team Chair or the Director of Student Services/ Civil Rights Coordinator.

The Medfield Public Schools further does not deny equal access to or a fair opportunity to meet, or discriminate against, any group officially affiliated with the Boy Scouts of America, or any other youth group listed in Title

36 of the United States Code as a patriotic society.

It will be a violation of this policy for any student, district employee or third party based on a student's, employee's or third party's actual or perceived race, color, creed, religion, ancestry, national origin, sex, socioeconomic status, homelessness, academic status, gender identity or expression, physical appearance, pregnant or parenting status, sexual orientation, mental, physical, developmental or sensory disability or by association with a person who has or is perceived to have one or more of these characteristics to: (1) harass a student, district employee or third party through conduct or communication (e.g., physical, verbal, graphic or written); or to (2) inflict, threaten to inflict or attempt to inflict violence; or to (3) discriminate against or treat differently a student, district employee or third party.

This policy applies to all of the academic and nonacademic (for example, athletic and extracurricular) programs of the district and will be enforced before, during, or after school hours on all school property, including the school bus, school functions, and/or events held at other locations. The policy also applies to any off-campus conduct that causes or threatens to cause a substantial and material disruption at school, or interferes with the rights of students, employees or third parties to be free from a hostile school or workplace environment, taking into consideration the totality of the circumstances on and off campus, except for allegations under the District Title IX policies and procedures.

The committee's policy of non-discrimination will extend to students, staff, the general public, and individuals with whom it does business. If you have a complaint or feel that you have been discriminated against because of your race, color, creed, religion, ancestry, national origin, sex, socioeconomic status, homelessness, academic status, gender identity or expression, physical appearance, pregnant or parenting status, sexual orientation, mental, physical, developmental or sensory disability or by association with a person who has or is perceived to have one or more of these characteristics and/or participation in a patriotic society, you may register your complaint with the District Civil Rights Coordinator or the building Principal in which the alleged discrimination occurred in compliance with Policy ACE, the District's Non-Discrimination and Grievance Procedure or the District's Title IX Coordinators in compliance with Policy XXX, the District's Title IX Procedure.

CROSS REF.: ACA, Non-Discrimination on the Basis of Sex

ACAB, Sexual Harassment

ACE, Non-Discrimination Policy and Grievance Procedure

XXX, Title IX Procedure

JB, Equal Educational Opportunities

JCFIB, Bullying and Harassment Policy