

SALEM SCHOOL DISTRICT  
Salem, Connecticut

PURPOSES – GOALS - OBJECTIVES

Nondiscrimination

The Salem School District shall promote nondiscrimination and an environment free of harassment based on an individual's race, color, religion, creed, national origin, ancestry, sex, sexual orientation, marital status, age, physical or mental disability (including, but not limited to, intellectual disability, present or past history of mental disability, intellectual disability, learning disability or physical disability, including, but not limited to, blindness), gender identity or expression, genetic predisposition or carrier status, veteran status, or any other basis prohibited by local, state and federal laws, and provides equal access to the Boy Scouts and other designated youth groups. The Board does not discriminate on the basis of any such legally protected status in any of its educational activities or employment policies. The District shall ensure that annual and continuing notice of non-discrimination is provided consistent with the law.

Any employee or applicant who feels there has been a violation of this policy should bring the matter to the immediate attention of the Building Principal or the District Title IX Coordinator. Any staff member or administrator who receives a complaint should bring the matter to the immediate attention of the Title IX Coordinator, unless he or she feels the Title IX Coordinator is the inappropriate person to handle the matter under the particular circumstances, in which case, it should be brought to the attention of the Superintendent of Schools. The Title IX Coordinator (District/Building) is Brian Hendrickson, Superintendent (860-892-1223). The address is Salem School, 200 Hartford Road, Salem, CT, 06420.

In keeping with requirements of federal and state law, the Salem School District strives to remove any vestige of 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 Salem Board of Education encourages staff to improve human relationships within the school and establish channels through which citizens can communicate their concerns to the Administration and the Board.

The Superintendent shall appoint and make known the individuals to contact on issues concerning the Americans with Disabilities Act (ADA), Section 504 of the Rehabilitation Act of 1974, Title VI, Title VII, Title IX and other civil rights or discrimination issues. The Board will adopt and the District will publish grievance procedures providing for prompt and equitable resolution of student and employee complaints.

Federal civil rights laws prohibit discrimination against an individual because he/she has opposed any discrimination act or practice or because that person has filed a charge, testified, assisted or participated in an investigation, proceeding or hearing. ADA further prohibits anyone from coercing, intimidating, threatening or interfering with an individual for exercising the rights guaranteed under the Act.

(cf. 4111 – Recruitment and Selection)  
(cf. 4111.1/4211.1 – Affirmative Action)  
(cf. 4118.11 – Nondiscrimination)  
(cf. 5145.4 – Equal Education Opportunity)  
(cf. 5145.5 – Sexual Harassment)  
(cf. 6121 – Nondiscrimination)  
(cf. 3511 – Compliance with Section 504)

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). *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, 38 U.S.C. §4212. Title II of the General Information Nondiscrimination Act of 2008. Connecticut General Statutes: 46a-60 Discriminatory employment practices prohibited. 10-15c Discrimination in public schools prohibited. School attendance by five-year olds. (Amended by P.A. 97-427 to include “sexual orientation” and PA 11-55 to include “gender identity or expression”). 10-153 Discrimination on account of marital status. 17a-101 Protection of children from abuse. The Americans with Disabilities Act as amended by the ADA Amendments Act of 2008. *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). 20 U.S.C. 7905 (Boy Scouts of America Equal Access Act contained in NCLB Act of 2001).

Policy 1<sup>st</sup> Reading: May 1, 2006  
Policy Adopted: May 15, 2006  
Revised Policy 1<sup>st</sup> Reading: December 5, 2011  
Revised Policy Adopted: January 9, 2012  
Revised Policy 1<sup>st</sup> Reading: March 3, 2014  
Revised Policy Adopted: April 7, 2014

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