

It is the policy of the Board of Education (the “Board”) that any form of discrimination or harassment on the basis of race, religion, color, national origin, ancestry, alienage, sex, sexual orientation, marital status, age, disability, pregnancy, gender identity or expression, veteran status, or any other basis prohibited by state or federal law is prohibited, whether by students, Board employees or third parties subject to the control of the Board. The Board’s prohibition of discrimination or harassment in its educational programs or activities expressly extends to academic, nonacademic and extracurricular activities, including athletics, as well as the district website. It is also the policy of the Board of Education to provide for the prompt and equitable resolution of complaints alleging any discrimination or harassment on the basis of protected characteristics such as race, color, religion, age, sex, sexual orientation, marital status, national origin, ancestry, alienage, disability, pregnancy, gender identity or expression, or veteran status.

For the purposes of this policy, “gender identity or expression” means a person's gender-related identity, appearance or behavior, whether or not that gender-related identity, appearance or behavior is different from that traditionally associated with the person's physiology or assigned sex at birth, which gender-related identity can be shown by providing evidence including, but not limited to, medical history, care or treatment of the gender-related identity, consistent and uniform assertion of the gender-related identity or any other evidence that the gender-related identity is sincerely held, part of a person's core identity or not being asserted for an improper purpose.

For the purposes of this policy, “veteran” means any person honorably discharged from, ~~or~~ released under honorable conditions from or released with an other than honorable discharge based on a qualifying condition from active service in, the United States Army, Navy, Marine Corps, Coast Guard and Air Force and any reserve component thereof, including the Connecticut National Guard. . “Qualifying condition” means (A) a diagnosis of post-traumatic stress disorder or traumatic brain injury made by an individual

33 licensed to provide health care services at a United States Department of Veterans Affairs
34 facility, (B) an experience of military sexual trauma disclosed to an individual licensed to
35 provide health care services at a United States Department of Veterans Affairs facility, or
36 (C) a determination that sexual orientation, gender identity or gender expression was
37 more likely than not the primary reason for an other than honorable discharge, as
38 determined in accordance with Conn. Gen. Stat. §§ 27-103(c), (d).

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40 For the purposes of this policy, “race” is inclusive of ethnic traits historically associated
41 with race, including but not limited to, hair texture and protective hairstyles. “Protective
42 hairstyles” includes, but is not limited to, wigs, headwraps and hairstyles such as
43 individual braids, cornrows, locs, twists, Bantu knots, afros and afro puffs.

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45 Any individual wishing to file a complaint regarding discrimination or harassment may
46 obtain a copy of the Board’s complaint procedures and complaint form that are included
47 in the Board’s Administrative Regulations Regarding Non-Discrimination. These
48 regulations accompany Board Policy #1370 Community/Non-Discrimination and are
49 available online at <https://www.madison.k12.ct.us/board-of-education/policies> or upon
50 request from the main office of any district school.

51
52 If a complaint involves allegations of discrimination or harassment based on reasons such
53 as gender/sex, gender identity, sexual orientation, disability, or pregnancy, such
54 complaints will be handled in accordance with other appropriate policies (e.g., Policy
55 #4116.1, Sex Discrimination/Harassment in the Workplace; Policy #5120.4.2.4, Sex
56 Discrimination and Sexual Harassment; Policy #4118.14, Section 504/ADA, and Policy
57 #5200, Section 504/ADA).

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59 Individuals also may file a complaint with the Office for Civil Rights, U.S. Department of
60 Education (“OCR”):

61
62 Office for Civil Rights, Boston Office
63 U.S. Department of Education
64 8th Floor
65 5 Post Office Square
66 Boston, MA 02109- 3921

Community/School Relations

(617-289-0111)

<http://www2.ed.gov/about/offices/list/ocr/docs/howto.html>

Employees may also file a complaint regarding employment discrimination or harassment with the Equal Employment Opportunity Commission:

Equal Employment Opportunity Commission, Boston Area Office
John F. Kennedy Federal Building
475 Government Center
Boston, MA 02203
(800-669-4000)

Individuals may also file a complaint with the Connecticut Commission on Human Rights and Opportunities:

Connecticut Commission on Human Rights and Opportunities
450 Columbus Blvd.
Hartford, CT 06103-1835
(860-541-3400 or Connecticut Toll Free Number 1-800-477-5737)

Anyone who has questions or concerns about this policy, and/or who may wish to request or discuss accommodations based on religion, and/or would like a copy of the Board's complaint procedures or complaint forms related to claims of discrimination or harassment, may contact:

Office of the Superintendent
10 Campus Drive
Madison, CT 06443
(203) 245-6322

Anyone who has questions or concerns about the Board's policies regarding discrimination on the basis of gender/sex may contact the Board's Title IX Coordinator:

Director of Special Education
10 Campus Drive
Madison, CT 06443
(203) 245-6341

Anyone who has questions or concerns about the Board's policies regarding discrimination or harassment on the basis of disability, and/or who may wish to request or

discuss accommodations for a disability, may contact the Board's Section 504/ADA

Coordinator:

Director of Special Education
10 Campus Drive
Madison, CT 06443
(203) 245-6341

Legal References:

Title VI of the Civil Rights Act of 1964, 42 U.S.C. § 2000d et seq.

Title VII of the Civil Rights Act of 1964, 42 U.S.C. § 2000e et seq.

Title IX of the Education Amendments of 1972, 20 U.S.C. § 1681 et seq.

Age Discrimination in Employment Act, 29 U.S.C. § 621 et seq.

Americans with Disabilities Act, 42 U.S.C. § 12101

Section 504 of the Rehabilitation Act of 1973, 29 U.S.C. § 794

Connecticut General Statutes § 1-1n, "Gender Identity or Expression" defined

Connecticut General Statutes § 46a-58, Deprivation of rights

Connecticut General Statutes § 27-103

Connecticut General Statutes § 46a-51, Definitions

Connecticut Fair Employment Practices Act, Connecticut General Statutes
§ 46a-60

Connecticut General Statutes § 46a-81a, Sexual orientation discrimination:
Definitions

Connecticut General Statutes § 46a-81c, Sexual orientation discrimination:
Employment

Public Act No. 21-79, "An Act Redefining 'Veteran' and Establishing a
Qualifying Review Board"

Date Adopted: March 16, 2021