

#5020.1

Non-Discrimination

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5 The Board of Education (the “Board”) complies with all applicable federal, state and
6 local laws prohibiting the exclusion of any person from any of its educational programs
7 or activities, or the denial to any person of the benefits of any of its educational programs
8 or activities because of race, color, religion, age, sex, sexual orientation, marital status,
9 national origin, alienage, ancestry, disability, pregnancy, gender identity or expression, or
10 veteran status, subject to the conditions and limitations established by law.

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

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24 For the purposes of this policy, “veteran” means any person honorably discharged from,
25 or released under honorable conditions from active service in, the United States Army,
26 Navy, Marine Corps, Coast Guard and Air Force and any reserve component thereof,
27 including the Connecticut National Guard.

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29 For the purposes of this policy, “gender identity or expression” means a person’s gender-
30 related identity, appearance or behavior, whether or not that gender-related identity,
31 appearance or behavior is different from that traditionally associated with the person’s
32 physiology or assigned sex at birth, which gender-related identity can be shown by
33 providing evidence including, but not limited to, medical history, care or treatment of the

34 gender-related identity, consistent and uniform assertion of the gender-related identity or
35 any other evidence that the gender-related identity is sincerely held, part of a person's
36 core identity or not being asserted for an improper purpose.

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38 Any student and/or parent/guardian wishing to file a complaint regarding discrimination
39 may obtain a copy of the Board's complaint procedures and complaint form, which are
40 included in the Board's Administrative Regulations Regarding Non-
41 Discrimination/Students. These regulations accompany Board Policy #5020.1 and are
42 available online at <https://www.madison.k12.ct.us/board-of-education/policies> or upon
43 request from the main office of any district school.

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45 If a complaint involves allegations of discrimination or harassment based on reasons such
46 as gender/sex, disability, or pregnancy, such complaints will be handled under other
47 appropriate policies (e.g., Policy #5120.4.2.4, Sex Discrimination and Sexual Harassment
48 and Policy #5200, Section 504/ADA).

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50 Any student and/or parent/guardian also may file a complaint with the Office for Civil
51 Rights, U.S. Department of Education ("OCR"):

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53 Office for Civil Rights, Boston Office
54 U.S. Department of Education
55 8th Floor
56 5 Post Office Square
57 Boston, MA 02109-3921
58 (617-289-0111)
59 <http://www2.ed.gov/about/offices/list/ocr/docs/howto.html>

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61 Any student and/or parent/guardian may also file a complaint with the Connecticut
62 Commission on Human Rights and Opportunities:

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64 Connecticut Commission on Human Rights and Opportunities
65 450 Columbus Blvd.
66 Hartford, CT 06103-1835
67 (800-477-5737)

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69 Anyone who has questions or concerns about this policy, or would like a copy of the
70 Board's complaint procedures or complaint forms related to claims of discrimination,
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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 on the basis of 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 IX of the Education Amendments of 1972, 20 U.S.C. § 1681, et seq.
- Title VI of the Civil Rights Act of 1964, 42 U.S.C. § 2000d, et seq.
- Americans with Disabilities Act, 42 U.S.C. § 12101, et seq.
- Section 504 of the Rehabilitation Act of 1973, 29 U.S.C. § 794, et seq.
- Connecticut General Statutes § 1-1n, “Gender Identity or Expression” defined
- Connecticut General Statutes § 10-15c
- Connecticut General Statutes § 46a-58, Deprivation of rights
- Connecticut General Statutes § 46a-81a, et seq.

First Reading: February 9, 2021
Second Reading: March 2, 2021