

#5020.1
Non-Discrimination

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

It is the policy of the Board that any form of discrimination or harassment on the basis of race, color, religion, age, sex, sexual orientation, marital status, national origin, alienage, ancestry, disability, pregnancy, gender identity or expression, or 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. It is also the policy of the Board 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, alienage, ancestry, disability, pregnancy, gender identity or expression, or veteran status.

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

37 For the purposes of this policy, “gender identity or expression” means a person’s gender-related
38 identity, appearance or behavior, whether or not that gender-related identity, appearance or
39 behavior is different from that traditionally associated with the person’s physiology or assigned
40 sex at birth, which gender-related identity can be shown by

41 **#5020.1(b)**
42 providing evidence including, but not limited to, medical history, care or treatment of the gender-
43 related identity, consistent and uniform assertion of the gender-related identity or any other
44 evidence that the gender-related identity is sincerely held, part of a person's core identity or not
45 being asserted for an improper purpose.

46
47 For the purposes of this policy, “race” is inclusive of ethnic traits historically associated with
48 race, including but not limited to, hair texture and protective hairstyles. “Protective hairstyles”
49 includes, but is not limited to, wigs, headwraps and hairstyles such as individual braids,
50 cornrows, locs, twists, Bantu knots, afros and afro puffs.

51
52 Any student and/or parent/guardian wishing to file a complaint regarding discrimination or
53 harassment may obtain a copy of the Board’s complaint procedures and complaint form, which
54 are included in the Board’s Administrative Regulations Regarding Non-Discrimination/Students.
55 These regulations accompany Board Policy #5020.1 and are available online at
56 <https://www.madison.k12.ct.us/board-of-education/policies> or upon request from the main office
57 of any district school.

58
59 If a complaint involves allegations of discrimination or harassment based on reasons such as
60 gender/sex, gender identity, sexual orientation, disability, or pregnancy, such complaints will be
61 handled under other appropriate policies (e.g., Policy #5120.4.2.4, Sex Discrimination and
62 Sexual Harassment and Policy #5200, Section 504/ADA).

63
64 Any student and/or parent/guardian also may file a complaint with the Office for Civil Rights,
65 U.S. Department of Education (“OCR”):

66
67 Office for Civil Rights, Boston Office
68 U.S. Department of Education
69 8th Floor

70 5 Post Office Square
71 Boston, MA 02109- 3921
72 (617-289-0111)
73 <http://www2.ed.gov/about/offices/list/ocr/docs/howto.html>
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75 #5020.1(c)

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

79 Connecticut Commission on Human Rights and Opportunities
80 450 Columbus Blvd.
81 Hartford, CT 06103-1835
82
83 (860-541-3400 or Connecticut Toll Free Number 1-800-477-5737)
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85 Anyone who has questions or concerns about this policy, and/or who may wish to request or
86 discuss accommodations based on religion, and/or who ~~or~~ would like a copy of the Board's
87 complaint procedures or complaint forms related to claims of discrimination, may contact:

88
89 **Office of the Superintendent**
90 **10 Campus Drive**
91 **Madison, CT 06443**
92 **(203) 245-6322**
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94 Anyone who has questions or concerns about the Board's policies regarding discrimination or
95 harassment on the basis of gender/sex, gender identity, or sexual orientation may contact the
96 Board's Title IX Coordinator:

97
98 **Director of Special Education**
99 **10 Campus Drive**
100 **Madison, CT 06443**
101 **(203) 245-6341**
102

103 Anyone who has questions or concerns about the Board's policies regarding discrimination or
104 harassment on the basis of disability, and/or who may wish to request or discuss
105 accommodations for a disability, may contact the Board's Section 504/ADA Coordinator:

106
107 **Director of Special Education**
108 **10 Campus Drive**
109 **Madison, CT 06443**
110 **(203) 245-6341**

111

112 **Legal References:**

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

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

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

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

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120 #5020.1(d)

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123 Connecticut General Statutes § 1-1n, “Gender Identity or Expression” defined

124 Connecticut General Statutes § 46a-51, Definitions

125 Connecticut General Statutes § 10-15c

126 Connecticut General Statutes § 27-103

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

129 Connecticut General Statutes § 46a-81a, et seq.

130 Public Act No. 21-79, “An Act Redefining ‘Veteran’ and Establishing a Qualifying

131 Review Board”

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135 Date Adopted: March 16, 2021

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