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

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

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

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32 Any individual wishing to file a complaint regarding discrimination may obtain a copy of
33 the Board’s complaint procedures and complaint form that are included in the Board’s

Community/School Relations

34 Administrative Regulations Regarding Non-Discrimination. These regulations
35 accompany Board Policy #1370 Community/Non-Discrimination and are available online
36 at <https://www.madison.k12.ct.us/board-of-education/policies> or upon request from the
37 main office of any district school.

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39 If a complaint involves allegations of discrimination or harassment based on reasons such
40 as gender/sex, disability, or pregnancy, such complaints will be handled in accordance
41 with other appropriate policies (e.g., Policy #4116.1, Sex Discrimination/Harassment in
42 the Workplace; Policy #5120.4.2.4, Sex Discrimination and Sexual Harassment; Policy
43 #4118.14, Section 504/ADA, and Policy #5200, Section 504/ADA).

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

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48 Office for Civil Rights, Boston Office
49 U.S. Department of Education
50 8th Floor
51 5 Post Office Square
52 Boston, MA 02109- 3921
53 (617-289-0111)
54 <http://www2.ed.gov/about/offices/list/ocr/docs/howto.html>

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

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59 Equal Employment Opportunity Commission, Boston Area Office
60 John F. Kennedy Federal Building
61 475 Government Center
62 Boston, MA 02203
63 (800-669-4000)

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

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68 Connecticut Commission on Human Rights and Opportunities
69 450 Columbus Blvd.
70 Hartford, CT 06103-1835
71 (800-477-5737)

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73 Anyone who has questions or concerns about this policy, or would like a copy of the
74 Board’s complaint procedures or complaint forms related to claims of discrimination,
75 may contact:

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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 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 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

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