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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 licensed to provide health care services at a United States Department of

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

40

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

45

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

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53 If a complaint involves allegations of discrimination or harassment based on reasons such
54 as gender/sex, gender identity, sexual orientation, disability, or pregnancy, such
55 complaints will be handled in accordance with other appropriate policies (e.g., Policy
56 #4116.1, Sex Discrimination/Harassment in the Workplace; Policy #5120.4.2.4, Sex
57 Discrimination and Sexual Harassment; Policy #4118.14, Section 504/ADA, and Policy
58 #5200, Section 504/ADA).

59

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

62

63 Office for Civil Rights, Boston Office

64 U.S. Department of Education

65 8th Floor

66 5 Post Office Square

67 Boston, MA 02109- 3921

68 (617-289-0111)

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

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

73
74 Equal Employment Opportunity Commission, Boston Area Office
75 John F. Kennedy Federal Building
76 475 Government Center
77 Boston, MA 02203
78 (800-669-4000)

79
80
81 Individuals may also file a complaint with the Connecticut Commission on Human
82 Rights and Opportunities:

83
84 Connecticut Commission on Human Rights and Opportunities
85 450 Columbus Blvd.
86 Hartford, CT 06103-1835
87 (860-541-3400 or Connecticut Toll Free Number 1-800-477-5737)

88
89 Anyone who has questions or concerns about this policy, and/or who may wish to request
90 or discuss accommodations based on religion, and/or would like a copy of the Board's
91 complaint procedures or complaint forms related to claims of discrimination or
92 harassment, may contact:

93
94 **Office of the Superintendent**
95 **10 Campus Drive**
96 **Madison, CT 06443**
97 **(203) 245-6322**

98
99 Anyone who has questions or concerns about the Board's policies regarding
100 discrimination on the basis of gender/sex may contact the Board's Title IX Coordinator:

101
102 **Director of Special Education**
103 **10 Campus Drive**
104 **Madison, CT 06443**
105 **(203) 245-6341**

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

111
112 **Director of Special Education**

113 **10 Campus Drive**
114 **Madison, CT 06443**
115 **(203) 245-6341**
116

117 **Legal References:**

118 Title VI of the Civil Rights Act of 1964, 42 U.S.C. § 2000d et seq.
119 Title VII of the Civil Rights Act of 1964, 42 U.S.C. § 2000e et seq.
120 Title IX of the Education Amendments of 1972, 20 U.S.C. § 1681 et seq.
121 Age Discrimination in Employment Act, 29 U.S.C. § 621 et seq.
122 Americans with Disabilities Act, 42 U.S.C. § 12101
123 Section 504 of the Rehabilitation Act of 1973, 29 U.S.C. § 794
124 Connecticut General Statutes § 1-1n, “Gender Identity or Expression” defined
125 Connecticut General Statutes § 46a-58, Deprivation of rights
126 [Connecticut General Statutes § 27-103](#)
127 Connecticut General Statutes § 46a-51, Definitions
128 Connecticut Fair Employment Practices Act, Connecticut General Statutes
129 § 46a-60
130 Connecticut General Statutes § 46a-81a, Sexual orientation discrimination:
131 Definitions
132 Connecticut General Statutes § 46a-81c, Sexual orientation discrimination:
133 Employment
134 [Public Act No. 21-79, “An Act Redefining ‘Veteran’ and Establishing a](#)
135 [Qualifying Review Board”](#)
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142 Date Adopted: March 16, 2021
143 First Reading: