

## Students

### Nondiscrimination

The Board of Education 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 ~~race, religion, color, national origin, sex, sexual orientation, marital status, age, or disability~~, race, color, religion, sex, age, natural origin, ancestry, marital status, Veteran status, pregnancy, sexual orientation, gender identity or expression, disability, or genetic information subject to the conditions and limitations established by law.

Legal Reference: Connecticut General Statutes  
 10-15c and 46a-81a, *et seq.* - Discrimination on basis of sexual orientation  
 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.*  
 Public Act 07-62 An Act Concerning the Deprivation of Rights on Account of Sexual Orientation  
 46a-60 Discriminatory employment practices prohibited (as amended by PA 17-127)

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### Nondiscrimination

It is the express policy of the New Fairfield Board of Education to provide for the prompt and equitable resolution of complaints alleging any discrimination on the basis of protected characteristics such as ~~race, color, religion, age, sex, sexual orientation, marital status, national origin, or disability~~ race, color, religion, sex, age, natural origin, ancestry, marital status, Veteran status, pregnancy, sexual orientation, gender identity or expression, disability, or genetic information. In order to facilitate the timely resolution of such complaints any student who feels that he/she has been discriminated against on the basis of these protected characteristics should file a written complaint with:

Office of the Superintendent of Schools  
New Fairfield Board of Education  
3 Brush Hill Road  
New Fairfield, CT 06812

Preferably, complaints should be filed within thirty (30) days of the alleged occurrence. Timely reporting of complaints facilitates the investigation and resolution of such complaints.

Complaints will be investigated promptly and corrective action will be taken when allegations are verified.

Specifically, upon receipt of a written complaint of discrimination, the Superintendent and/or his or her designee should:

1. offer to meet with the complainant to discuss the nature of his/her complaint;
2. provide the complainant with a copy of the Board's antidiscrimination policy and accompanying regulations;
3. investigate the factual basis of the complaint, including, as applicable, conducting interviews with individuals deemed relevant to the complaint;
4. conduct the investigation in a confidential manner, to the extent practicable, adhering to the requirements of state and federal law;
5. communicate the findings and/or results of any investigation to the complainant; and
6. take appropriate corrective and disciplinary action, as deemed appropriate by the Superintendent and/or his or her designee.

If the complaint involves an allegation of discrimination based on disability or sex, the complainant should be referred to the Board's policies and procedures related to Section 504 of the Rehabilitation Act (for claims of discrimination and/or harassment based on disability) and Sex Discrimination/Sexual Harassment (for claims of discrimination and/or harassment based on sex).

## **Students**

### **Nondiscrimination** (continued)

For allegations pertaining to race, color or national origin discrimination, at any stage in this complaint procedure, the complainant has the right to file formal complaints regarding such matters with:

Boston Office  
Office of Civil Rights  
U.S. Department of Education  
8<sup>th</sup> Floor  
5 Post Office Square  
Boston, MA 02109-3921  
Tel. (617) 289-0111

If a complaint is filed with the Office of Civil Rights, it must be filed in writing no later than one hundred eighty (180) days after the occurrence of the alleged discrimination.

