

MISSION – GOALS – OBJECTIVES

0521(a)

Non-discrimination

The Bethany Public School District (District) does not discriminate in admission to, access to, treatment in, or employment in its services, programs, and activities, on the basis of race, color, religion, creed, national origin, alienage, ancestry, sex, sexual orientation, marital status, age, physical or mental disability (including, but not limited to, intellectual disability, past or present history of mental disorder, physical disability or learning disability), gender identity or expression, genetic predisposition or carrier status, veteran status, or any other basis prohibited by local, state and federal laws, and provides equal access to other designated youth groups.

The Bethany Board of Education (Board) encourages staff to improve human relationships within the school and establish channels through which citizens can communicate their concerns to the Administration and the Board.

The Superintendent shall appoint and make known the individuals to contact on issues concerning the Americans with Disabilities Act (ADA), Section 504 of the Rehabilitation Act of 1973, Title VI, Title VII, Title IX, and other civil rights or discrimination issues. The Board will adopt and the District will publish grievance procedures providing for prompt and equitable resolution of student and employee complaints.

The District does not retaliate against any complainant who alleges discrimination.

To file a complaint alleging discrimination or harassment by the District on the basis of race, color, religion, creed, national origin, alienage, ancestry, sex, sexual orientation, marital status, age, physical or mental disability (including, but not limited to, intellectual disability, past or present history of mental disorder, physical disability or learning disability), gender identity or expression, genetic predisposition or carrier status, veteran status, or any other basis prohibited by local, state and federal laws, and provides equal access to other designated youth groups, please contact:

Superintendent
Bethany Public School District
44 Peck Road
Bethany, CT 06524
(203) 393-1170

Legal References: Title VII, Civil Rights Act, 42 U.S.C. 2000e, et seq.
29 CFR 1604.11, EEOC Guidelines on Sex Discrimination
Title IX of the Educational Amendments of 1972, 20 U.S.C. 1681 et seq.
34 CFR § 106.8(b), OCR Guidelines for Title IX

MISSION – GOALS – OBJECTIVES

0521(b)

Legal Reference: Definitions, OCR Guidelines on Sexual Harassment, Fed. Reg. Vol. 62, #49, 29 CFR § 1606.8 (a0 62 Fed Reg. 12033 (March 13, 1997) and 66 Fed. Reg. 5512 (January 19, 2001)

Meritor Savings Bank. FSB v. Vinson, 477 U.S. 57 (1986)

Faragher v. City of Boca Raton, No. 97-282 (U.S. Supreme Court, June 26, 1998)

Gebbs v. Lago Vista Independent School District, No. 99-1866, (U.S. Supreme Court, June 26, 1998)

Davis v. Monroe County Board of Education, No. 97-843, (U.S. Supreme Court, May 24, 1999)

The Vietnam Era Veterans’ Readjustment Act of 1974, as amended, 38 U.S.C § 4212

Title II of the General Information Nondiscrimination Act of 2008

Connecticut General Statutes § 46a-51

Connecticut General Statutes § 46a-58

Connecticut General Statutes § 46a-60

Connecticut General Statutes § 10-15c, as amended

Connecticut General Statutes § 10-153

Connecticut General Statutes § 17a-101

The Americans with Disabilities Act as amended by the ADA Amendments Act of 2008

Public Law 111-256

Meacham v. Knolls Atomic Power Laboratory, 128 S.Ct. 2395, 76 U.S.L.W. 4488 (2008)

Federal Express Corporation v. Holowecki, 128 S.Ct. 1147, 76 U.S.L.W. 4110 (2008)

Kentucky Retirement Systems v. EEOC, 128 S.Ct. 2361, 76 U.S.L.W. 4503 (2008)

Sprint/United Management Co. v. Mendelsohn, 128 S.Ct. 1140, 76 U.S.L.W. 4107 (2008)

20 U.S.C. 7905 (Boy Scouts of America Equal Access Act contained in NCLB Act of 2001)

Policy adopted: November 12, 2003

Policy revised: October 7, 2015

Policy revised: January 8, 2020