

## **Students**

### **Non-Discrimination**

The Amity Regional School District No. 5 (ARSD) Board of Education (Board) complies with all applicable federal, state, and local laws prohibiting the exclusion of students from any of its educational programs or activities because of race, religion, color, national origin, sex, sexual orientation, gender identity or expression, marital status, age, disability (including pregnancy), or other legally protected 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, religion, color, national origin, sex, sexual orientation, gender identity or expression, marital status, age, disability (including pregnancy), or any other legally protected status is prohibited in the District's educational program or activities. The Board's prohibition against 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 discrimination or harassment on the basis of race, color, religion, age, sex, sexual orientation, gender identity or expression, marital status, national origin, disability (including pregnancy), or other legally protected status.

The Superintendent designates the Coordinator of Pupil Services as the District's Title IX Coordinator. As the District's Title IX Coordinator, the Coordinator of Pupil Services, who shall also be referred to as the Title IX Coordinator in addition to Coordinator of Pupil Services, is authorized to oversee the District's compliance with Title IX and its regulations and to address inquiries, reports and complaints of sex discrimination and sexual harassment.

The Superintendent designates the Director of Pupil Personnel Services as the District's Section 504/ADA Coordinator and Civil Rights Compliance Officer. As the ARSD Section 504/ADA Coordinator, the Director of Pupil Personnel Services is authorized to address inquiries, reports and complaints of disability discrimination. As the ARSD Civil Rights Compliance Officer the Director of Pupil Personnel Services is authorized to address inquiries, reports, and complaints of all other forms of prohibited discrimination allegedly occurring in District programs and activities.

The Superintendent also designates each school building principal as a Building Level Civil Rights Compliance Officer to be responsible for initially addressing all complaints of discrimination or harassment at the school level except for those based upon sex and disability.

The Superintendent designates the Coordinator of Pupil Services as the Building Level 504/ADA Coordinator responsible for addressing complaints of disability discrimination on the building level. Building Level Coordinators will contact the Director of Pupil Personnel Services upon a report or complaint of discrimination or discriminatory harassment and will consult and coordinate with the Director of Pupil Personnel Services as deemed appropriate by the Director.

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Students with inquiries and complaints of discrimination or discriminatory harassment should contact the appropriate civil rights coordinator or compliance officer and follow the procedures set out in Board Policy 0521 Nondiscrimination (P0521) and Regulation R0521.1 Nondiscrimination-Grievance Procedures (R0521) with the exception of inquiries, reports, or complaints alleging sexual harassment or disability discrimination.

Student wishing to make a report or formal complaint of sexual harassment should refer to Board Policy 5145.5/4118.11/4218.112 Prohibition Against Sexual Harassment and its accompanying Regulation (R5145.5/4118.112/4218.112), which contains protocols for reporting sexual harassment and for the making of a formal complaint by students who are victims of sexual harassment and also contains grievance procedures that will be followed for formal complaints of sexual harassment.

Additionally, Board Policy 5145.42, 504 & Title II, may be consulted for matters related to student disability discrimination; Board Policy 5145.4 for matters related to nondiscrimination of transgender and gender non-conforming students, and Board Policy 5145.511 Exploitation: Sexual Harassment regarding the ARSD education program related to sexual exploitation.

#### Legal References:

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.

Connecticut General Statutes

§ 10-15c and § 46a-81a, et seq. - Discrimination on basis of sexual orientation.

Connecticut General Statutes § 1-1n, "Gender Identity or Expression" defined.

0521  
4118.11  
5131.911  
5145.42  
5145.45

Form

## **BULLYING/HARASSMENT/DISCRIMINATION COMPLAINT FORM**

*Please refer to the district website for complaints specifically related to sexual harassments  
at <https://www.amityregion5.org/district-information/title-ix>*

**Name of Complainant:**

**School of Attendance/Employment:**

**Date of Complaint:**

**Date of Alleged Incident:**

**Name(s) of Offender:**

**Name(s) of any Witnesses to Incident:**

**Where did Incident Occur?**

**Describe the incident(s) as clearly as possible, including:**

- any specific verbal statements;
- what, if any, physical contact was occurred;
- what did you immediately prior to and immediately following the incident;
- why you believe the incident may have occurred; and
- any other information that would help in an investigation.

**Complaint Received by:**

**Date of Receipt:**