

Plan to: Prevent Discrimination; Assess the Presence of Discrimination; Intervene & Respond to Incidents of Discrimination

Introduction

NH RSA 193:38 Discrimination in Public Schools states, “No person shall be excluded from participation in, denied the benefits of, or be subjected to discrimination in public schools because of age, sex, gender identity, sexual orientation, race, color, marital status, familial status, disability, religion, or national origin, all as defined in RSA 354-A. Any person claiming to be aggrieved by a discriminatory practice prohibited under this section, including the attorney general, may initiate a civil action against a school or school district in superior court for legal or equitable relief, or with the New Hampshire commission for human rights as provided in RSA 354-A:27-28.

The purpose of this Plan is to “prevent, assess the presence of, intervene in, and respond to incidents of discrimination on the basis of age, sex, gender identity, sexual orientation, race, color, marital status, familial status, disability, religion, national origin, or any other classes protected under RSA 354-A”. RSA 193:39

Relevant School Board Policies

- [Policy AC Non-Discrimination Policy Statement](#)

Prevent Discrimination

- Provide annual training to staff on issues surrounding discrimination, including how to identify potentially discriminatory behavior.
- Provide annual training to the **TBD** Committee on reviewing complaints of discrimination, determining if a pattern of discrimination exists or if isolated event(s), and responding to results of review.
- Provide age-appropriate lessons to students through Guidance on discrimination.

Complaint Procedures for Discrimination

Complaints alleging discrimination against any person (student, family, employee, visitor etc.) based on a protected category should be addressed through the complaint procedures listed below.

- [Policy GBAA-R Employee Discrimination/Harassment & Title IX Sexual Harassment Complaint Procedures](#)
- [Policy JBAA-R Student Discrimination/Harassment & Title IX Sexual Harassment Procedures](#)

Any individual who is unsure about whether discrimination has occurred and/or or which complaint procedure applies is encouraged to contact:

Patricia “Trish” Temperino, Assistant Superintendent
Title IX Coordinator/Human Rights Officer
103 Main Street – Suite 2
Meredith, NH 03253
Telephone: (603) 279-7947
Email: trish.temperino@interlakes.org

Alternative Complaint Procedures and Legal Remedies

At any time, whether or not an individual files a complaint or report pursuant to School District policies, an individual may file a complaint with the Office for Civil Rights (“OCR”), of the United States Department of Education, or with the New Hampshire Commissioner for Human Rights.

Office for Civil Rights, U.S. Department of Education
5 Post Office Square, 8th Floor
Boston, MA 02109 – 3921
Telephone: (617) 289 – 0111
Fax: (617) 289 – 0150
Email: OCR.Boston@ed.gov

New Hampshire Commission for Human Rights
2 Industrial Park Drive
Concord, NH 03301
Telephone: (603) 271 – 2767
Email: humanrights@nh.gov

Assess the Presence of Discrimination

A **TBD** Committee will be in place and will comprise of the Human Rights Officer, Title IX Coordinator, Human Resource Director, School Principal, Athletic Director, Guidance Counselor, Director of Student Services, and Superintendent. The **TBD** Committee will meet three (3) times per a school year to review any reports filed within the time period, the response to reports, and review any other knowledge or concerns presented regarding discrimination. The review will include analyzing complaints to determine if any possible patterns of discrimination exist or if incidents are isolated in nature and whether additional response is warranted. Minutes of these meetings will be recorded. Identifying student information shall not be included in the minutes.

Interventions/Responses to Discrimination

If there is a finding that discrimination occurred, the Human Rights Officer/Title IX Coordinator, in consultation with the Superintendent:

- Shall determine what remedial action, if any, is required to end the discrimination or harassment, remedy its effect and prevent recurrence; and
- Determine what disciplinary action should be taken against the individual(s) who engaged in discrimination or harassment, if any.
- Inform the complainant and the respondent in writing of the results of the investigation and its resolution (in accordance with applicable state and federal privacy laws).

Appendix / Legal References:

[Policy GBAA-R Employee Discrimination/Harassment & Title IX Sexual Harassment Complaint Procedures](#)

[Policy JBAA-R Student Discrimination/Harassment & Title IX Sexual Harassment Procedures](#)

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NH RSA 354-A:27-28

Adopted: 12/07/21