

TRUMBULL PUBLIC SCHOOLS
BOARD OF EDUCATION
POLICY MANUAL

SECTION: **0000**
CATEGORY: **Purposes – Goals – Objectives**
POLICY CODE: **0521/Non-Discrimination**

NON-DISCRIMINATION

Policy Statement

The Trumbull Public Schools shall promote non-discrimination and an environment free of harassment based upon an individual’s race, color, religious creed, religion, sex, age, national origin, ancestry, marital status, sexual orientation, gender identity or expression, disability (including, but not limited to, blindness), genetic information, status as a veteran, or any other basis prohibited by Connecticut State and/or Federal non-discrimination laws. The District provides equal access to the Boy Scouts, Girl Scouts, and other designated youth groups.

“Race” is inclusive of ethnic traits historically associated with race, including, but not limited to, hair texture and protective hairstyles. “Protective hairstyles” includes, but is not limited to, wigs, headwraps and hairstyles such as individual braids, cornrows, locs, twists, Bantu knots, afros and afro puffs.”

In keeping with the requirements of federal and state law, the District strives to remove any vestige of discrimination in employment, assignment, and promotion of personnel; in educational opportunities and services provided to students; in student assignment to schools and classes; in student discipline; in location and use of facilities; in educational offerings and materials; and in accommodating the public at public meetings.

The Board encourages staff to improve human relationships within the schools and to 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 1974, 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.

Federal civil rights laws prohibit discrimination against an individual because he/she has opposed any discrimination act or practice or because that person has filed a charge, testified, assisted in, or participated in an investigation, proceeding, or hearing. The ADA further prohibits anyone from coercing, intimidating, threatening, or interfering with an individual for exercising the rights guaranteed under the Act.

Adopted: 3/28/2017
Revised: 2/13/2018, 9/15/2021

References

- Title VI of the Civil Rights Act of 1964
- Title VII of the Civil Rights Act of 1964
- Title IX of the Education Amendments of 1972
- Section 504 of the Rehabilitation Act of 1973
- The Americans with Disabilities Act as amended by the ADA Amendments Act of 2008
- Connecticut Public Act 17-127, “An Act Concerning Discriminatory Practices against Veterans”
- Connecticut Public Act 21-2, “An Act Creating a Respectful and Open World for Natural Hair,” as of March 4, 2021
- Trumbull Board of Education Policy Code 4000.1: Affirmative Action
- Trumbull Board of Education Policy Code 4111.1: Non-Discrimination in Employment
- Trumbull Board of Education Policy Code 4118.112: Sexual Harassment
- Trumbull Board of Education Policy Code 5131.4: Sexual Harassment of Students
- Trumbull Board of Education Policy Code 6121: Non-Discrimination in Instruction/Classroom
- Trumbull Board of Education Policy Code 6161.1: Selection of Instructional Material