

<i>Policy</i>	<i>Title</i>	<i>Code</i>
	NON-DISCRIMINATION POLICY INCLUDING HARASSMENT AND RETALIATION	AC

HOLLISTON

Holliston Public Schools (HPS) is committed to maintaining an education and work environment for all school community members that is free from all forms of discrimination, including harassment and retaliation. The members of the school community include the School Committee, employees, administration, faculty, staff, students, volunteers in the schools, and parties contracted to perform work for HPS.

HPS does not exclude from participation, deny the benefits of HPS from or otherwise discriminate against, individuals on the basis of race*, color, sex, sexual orientation, gender identity, religion, disability, age, genetic information, active military/veteran status, marital status, familial status, pregnancy, or pregnancy-related condition, homelessness, ancestry, ethnic background, national origin, or any other category protected by state or federal law in the administration of its educational and employment policies, or in its programs and activities.

HPS requires all members of the school community to conduct themselves in accordance with this policy.

It shall be a violation of this policy for any member of the school community to engage in any form of discrimination, including harassment and retaliation, or to violate any other civil right of any member of the school community. We recognize that discrimination can take a range of forms and can be targeted or unintentional; however, discrimination in any form, including harassment and retaliation, will not be tolerated.

It shall also be a violation of this policy for any school community member to subject any other member of the school community to any form of retaliation, including, but not limited to, coercion, intimidation, interference, punishment, discrimination, or harassment, for reporting or filing a complaint of discrimination, cooperating in an investigation, aiding or encouraging another member of the school community to report such conduct or file a complaint, or opposing any act or practice reasonably believed to be prohibited by this policy.

*race to include traits historically associated with race, including, but not limited to, hair texture, hair type, hair length and protected hairstyle.

The Coordinator for Title IX is the Student Services Director as the designee of the Superintendent of Schools, and they can be reached at 508-429-0654, 370 Hollis Street, Holliston, Massachusetts.

First Reading:	February 3, 2000
Second Reading:	March 2, 2000
Third Reading:	March 16, 2000

Policy Adopted:	March 16, 2000
Policy Amended:	December 21, 2000; April 28, 2011, November 15, 2012, February 7, 2013 October 20, 2017
Policy Reviewed:	October 20, 2017; May 11, 2023
Legal References:	Title VI, Civil Rights Act of 1964 Title VII, Civil Rights Act of 1964, as amended by the Equal Employment Opportunity Act of 1972 Executive Order 11246, as amended by E.O. 11375 Equal Pay Act, as amended by the Education Amendments of 1972 Title IX, Education Amendments of 1972 Rehabilitation Act of 1973 Education for All Handicapped Children Act of 1975 No Child Left Behind Act of 2001, 20 U.S.C. § 7905 (The Boy Scouts of America Equal Access Act) M.G.L. 71B:1 et seq. (Chapter 766 of the Acts of 1972) Genetic Information Nondiscrimination Act of 2008 Crown Act of 2022, Chapter 117 - https://malegislature.gov/Laws/SessionLaws/Acts/2022/Chapter117
Policy Cross Reference:	ACE , Nondiscrimination on the Basis of Disability ACAB , Title IX, Sexual Harassment GBA , Equal Employment Opportunity IJ , Instructional Materials JB , Equal Educational Opportunities
Procedure Reference:	

10/2023

SOURCE: MASC August 2022

<i>Attachment</i>	<i>TITLE</i> NOTICE OF NONDISCRIMINATION RESOURCE DIRECTORY	<i>Code</i> AC-R
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Assistant Secretary for Civil Rights, U.S. Department of Education
Office for Civil Rights, Region One, John W. McCormack Building
Post Office Square
Boston, Massachusetts 02109

Superintendent of Schools
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Holliston, Massachusetts 01746
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