

**Non-Discrimination**

The Bethany Board of Education (Board) complies with all applicable federal, state, and local laws prohibiting the exclusion of any person from any of its educational programs or activities, or the denial to any person of the benefits of any of its educational programs or activities because of race, religion, color, national origin, alienage, sex, sexual orientation, marital status, age, disability, pregnancy, or gender identity or expression, or status as a victim of domestic violence, 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, alienage, sex, sexual orientation, marital status, age, disability, pregnancy, gender identity or expression, or status as a victim of domestic violence, or any other basis prohibited by state or federal law is prohibited, whether by students, Board employees or third parties subject to the control of the Board. The Board's prohibition of discrimination or harassment in its educational programs or activities expressly extends to academic, non-academic, and extracurricular activities, including athletics. It is also the policy of the Board to provide for the prompt and equitable resolution of complaints alleging any discrimination or harassment on the basis of protected characteristics such as race, color, religion, age, sex, sexual orientation, marital status, national origin, alienage, disability, pregnancy, gender identity or expression, or status as a victim of domestic violence.

For the purposes of this policy, "gender identity or expression" means a person's gender-related identity, appearance, or behavior, whether or not that gender-related identity, appearance, or behavior is different from that traditionally associated with the person's physiology or assigned sex at birth, which gender-related identity can be shown by providing evidence including, but not limited to, medical history, care or treatment of the gender-related identity, consistent and uniform assertion of the gender-related identity or any other evidence that the gender-related identity is sincerely held, part of a person's core identity or not being asserted for an improper purpose.

Any student and/or parent/guardian wishing to file a complaint regarding discrimination or harassment may obtain a copy of the Board's complaint procedures and complaint form which are included in the administrative regulation accompanying this policy and are available online at [www.bethany-ed.org](http://www.bethany-ed.org) or upon request from the Bethany Public School District (District) office.

If a complaint involves allegations of discrimination or harassment based on reasons such as gender/sex, gender identity, sexual orientation, disability, or pregnancy, such complaints will be handled under other appropriate Board policies and administrative regulations.

Any student and/or parent/guardian also may file a complaint with the:

Office of Civil Rights, Boston Office  
U.S. Department of Education  
8<sup>th</sup> Floor  
5 Post Office Square  
Boston, MA 02109-3921  
Telephone: 617-289-0111  
Facsimile: 617-289-0150  
Email: [OCR.Boston@ed.gov](mailto:OCR.Boston@ed.gov)

<https://www2.ed.gov/about/offices/list/ocr/docs/howto.html?src=rt>

## STUDENTS

5145.4(b)

Any student and/or parent/guardian may also file a complaint with the:

Connecticut Commission on Human Rights and Opportunities  
450 Columbus Boulevard  
Hartford, CT 06103-1835  
Telephone: 1-800-477-5737

Anyone who has questions on concerns about this policy and/or why may wish to request or discuss accommodations based on religion, and/or who would like a copy of the Board's complaint procedures or complaint forms related to claims of discrimination or harassment, or discrimination or harassment on the basis of gender/sex, gender identity, or sexual orientation may contact:

Cheryl Kiesel  
Director of Special Services, Curriculum and Instruction  
Bethany Public School District  
44 Peck Road  
Bethany, CT 06524  
203-393-1170  
ckiesel@bethany-ed.org

Anyone who has questions or concerns about the Board's policies regarding discrimination or harassment on the basis of disability, and/or who may wish to request or discuss accommodations for a disability, may contact:

Cheryl Kiesel  
Director of Special Services, Curriculum and Instruction  
Bethany Public School District  
44 Peck Road  
Bethany, CT 06524  
203-393-1170  
ckiesel@bethany-ed.org

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 § 1-1n  
Connecticut General Statutes § 10-15c  
Connecticut General Statutes § 27-103  
Connecticut General Statutes § 46a-51  
Connecticut General Statutes § 46a-58  
Connecticut General Statutes § 46a-81a, et seq.  
Public Act 21-79  
Public Act No. 23-145

# STUDENTS

5145.4 (c)

Policy adopted: May 13, 2015  
Policy revised: November 9, 2016  
Policy revised: January 8, 2020  
Policy revised: December 8, 2021  
Policy revised: April 10, 2024

Source: Shipman