

Title IX; Sex Discrimination or Harassment Prohibition

The Bethany Board of Education (Board) and the Bethany Public School District (District), policy is to maintain a learning environment free from any form of sex discrimination or sexual harassment and prohibits sex discrimination or sexual harassment in any education program or activity that the Board and/or District operate, as required by Title IX of the Education Amendments of 1972, 20 U.S.C. § 1681, et seq. and its implementing regulations ("Title IX"), as it may be amended from time to time, Title VII of the Civil Rights Act of 1964 ("Title VII"), and Connecticut law. Sex discrimination and sexual harassment include discrimination or harassment on the basis of sex stereotypes, sex characteristics, pregnancy or related conditions, sexual orientation, and gender identity or expression.

The Board and/or the District, as required, shall respond whenever it has notice of or complaint of sex discrimination or sexual harassment, including allegations of sexual harassment from any person participating in the District's education programs or activities including students or their parent, guardian or authorized legal representative. Title IX applies to persons in the Bethany Public School District (District) because its education programs or activities receive Federal financial assistance.

Inquiries, reports or complaints regarding Title IX may be directed to the Bethany Public School District or the U.S. Department of Education's Office for Civil Rights or both using the contact addresses and phone numbers noted below.

Title IX Coordinator
Bethany Public School District
44 Peck Road, Bethany, CT 06524
(203) 393-1170

U.S. Department of Education's Office for Civil Rights, Boston Office,
U.S. Department of Education, 9th Floor,
5 Post Office Square, Boston, MA 02109-3921
(617) 289-0111

The Board requires the Superintendent to promulgate and publish on the District's website, Administrative Regulations and grievance procedures that provide for the prompt and equitable resolution of complaints in accordance with Connecticut and Federal Law in furtherance of this policy.

Legal Reference: Civil Rights Act of 1964, Title VII, 42 U.S.C. S2000-e2(a).
Equal Employment Opportunity Commission Policy Guidance on Current Issues of Sexual Harassment (N-915.050) March 19, 1990
Title IX of the Education Amendments of 1972, 20 USC §1681, et seq.
Title IX of the Education Amendments of 1972, 34 CFR § 106.1, et seq.
Meritor Savings Bank, FSB v. Vinson, 477 US.57 (1986)
Gebser v. Lago Vista Independent School District, 524 U.S. 274 (1998)
Davis v. Monroe County Board of Education, 526 U.S. 629 (1999)
Connecticut General Statutes § 10-15c - Discrimination in public schools prohibited.
Connecticut General Statutes § 46a-54 - Commission powers Connecticut
Connecticut General Statutes § 46a-60 - Discriminatory employment practices prohibited

BETHANY PUBLIC SCHOOL DISTRICT
Bethany, Connecticut

STUDENTS

5145.44(b)

Connecticut General Statutes § 46a-81c - Sexual orientation discrimination:
Employment

Connecticut General Statutes § 10-153 - Discrimination on the basis of sex,
gender identity or expression or marital status prohibited

Connecticut Agencies Regulations § 46a-54-200 through §46a-54-207

Brittell v. Department of Correction, 247 Conn. 148 (1998)

Fernandez v. Mac Motors, Inc., 205 Conn. App. 669 (2021)

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