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Mission-Goals-Objectives

Nondiscrimination Notice and Policy

The Amity Regional School District No. 5 (ARSD) does not discriminate on the basis of race, color, creed, religion, ethnicity, national origin, ancestry, sex, gender identity or expression, sexual orientation, marital status, age, intellectual, mental or physical disability (including but not limited to, blindness), pregnancy and related conditions, genetic information, status as a veteran, or any other basis prohibited by Connecticut State law and/or applicable Federal nondiscrimination laws and regulations, and prohibits discrimination and harassment based upon membership in such protected classes occurring in any education program or activity that it operates, including in admission and employment, subject only to the conditions and limitations established by law and applicable alike to all persons.

ARSD provides equal access to the use of school property to Boy Scouts of America (Scouting America), Girl Scouts of the United States of America, and any other youth groups listed in Title 36 of the United States Code as a patriotic society, that wishes to meet at the school.

ARSD prohibits retaliation against anyone who, in good faith, makes a report or files a complaint of harassment or discrimination, serves as a witness, or participates in an investigation or grievance process.

ARSD will notify students, employees, parents, and others of its nondiscrimination policy and grievance procedures for the prompt and equitable resolution of complaints of discrimination including discriminatory retaliation occurring in the district's education program or activities.

The district's policies and grievance procedure as well as information about how to report discrimination and harassment may be located at [insert link to District website address for policy and grievance procedures and information on how to report].

ARSD shall widely publish its nondiscrimination notice. Publication may include posting information on the ARSD website, in its schools, at its district offices and facilities, publishing in written communications to students and employees such student/parent and employee handbooks, in bulletins, memoranda, announcements, publications, catalogs, school newspapers or magazines operated by the school, on application forms, or other recruitment materials.

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 Superintendent shall develop a regulation for this policy containing the district's notice of nondiscrimination, grievance procedures for complaints of discrimination, and contact information for the district's nondiscrimination coordinators.

References:

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Title II of the Genetic Information Nondiscrimination Act of 2008

Title VI of the Civil Rights Act of 1964, 42 U.S.C. §2000d et. Seq.

Title VII of the Civil Rights Act of 1964, 42 U.S.C. §2000e et. Seq.

Title IX of the Educational Amendments of 1972, 20 U.S.C. 1681 et seq.

Title IX Final Rule, May 6, 2020

2024 Amendments to the U.S. Department of Education’s Title IX Regulations (“Final Rule”)

Age Discrimination in Education Act, 29 U.S.C. §621

Americans with Disabilities Act, 42 U.S.C. §12101

Section 504 of the Rehabilitation Act of 1973, 29 U.S.C. §794

The Vietnam Era Veteran's Readjustment Act of 1974, as amended, 38 U.S.C. §4212

Boy Scouts of America Equal Access Act 20 U.S.C. 7905

Connecticut General Statutes:

46a-51 Definitions (as amended by PA 17-127, PA 21-2 and PA 22-82)

46a-58 Deprivation of rights. Desecration of property. Placing of burning cross or noose on property. Penalty. (as amended by PA 17-127 and PA 22-82)

46a-60 Discriminatory employment practices prohibited. (as amended by PA17-127, PA 21-69 and PA 22-82)

46a-81a Discrimination on basis of sexual orientation: Definition

10-15c Discrimination in public schools prohibited. School attendance by five-year olds. (Amended by P.A. 97-247 to include "sexual orientation" and P.A.11-55 to include "gender identity or expression")

10- 153 Discrimination on account of marital status.

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Nondiscrimination Notice and Policy

P.A. 21-2, "An Act Creating a Respectful and Open World for Natural Hair," March 4, 2021