

R0521(a)

Mission-Goral-Objectives

Nondiscrimination Notice and Policy

Notice of Nondiscrimination

The Amity Regional School District No. 5 (the “district”) does not discriminate on the basis of race, creed, color, ethnicity, national origin, ancestry, religion, sex, gender identity or expression, sexual orientation, marital status, age, intellectual, mental or physical disability, pregnancy and related conditions or membership in any other protected class under Connecticut state law and applicable federal law and regulations, and prohibits discrimination and harassment based upon membership in such a protected class occurring in any education program or activity that it operates, including in employment, subject only to the conditions and limitations established by law and applicable alike to all persons. The district provides equal access to the use of school property to Boy Scouts and other designated youth groups.

The district’s nondiscrimination policies and grievance procedures as well as information about how to report discrimination occurring in an education program or activity may be located at <https://www.amityregion5.org/boe>.

Inquiries about Title IX which prohibits sex discrimination may be referred to the district’s Title IX Coordinator, the U.S. Department of Education’s Office for Civil Rights (see <https://ocrcas.ed.gov/contact-ocr>) or both.

District Contact Information

District Civil Rights Coordinator

The following person(s) is designated to manage inquiries regarding the district’s non-discrimination policies (contact on issues concerning the Americans with Disabilities Act (ADA), Title VI, Title VII, and other civil rights or discrimination issues):

Mr. Thomas Brant, Pupil Services Director
Amity Regional School District No. 5
25 Newtown Rd.
Woodbridge, CT 0652
thomas.brant@amityregion5.org
203-397-4820

District Title IX Coordinator

The following person(s) is designated to manage inquiries and oversee compliance regarding Title IX which prohibits sex discrimination and sex-based harassment:

Ms. Jaime Guthrie, Title IX Coordinator
Amity Regional School District No. 5
25 Newtown Rd.
Woodbridge, CT 0652
jaime.guthrie@amityregion5.org
203-397-4820

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Inquires may be made to the Title IX Coordinator or to the U.S. Department of Education's Office for Civil Rights (see <https://ocras.ed.gov/contact-ocr>) or both.

District's Section 504 Coordinator

The following person(s) is designated to manage inquires specifically regarding Section 504 of the Rehabilitation Act of 1974:

Mr. Thomas Brant, Pupil Services Director
Amity Regional School District No. 5
25 Newtown Rd.
Woodbridge, CT 0652
thomas.brant@amityregion5.org
203-397-4820

Inquires may be made to the U.S. Department of Education's Office for Civil Rights (see <https://ocras.ed.gov/contact-ocr>):

The U.S. Department of Education's Office for Civil Rights Contact Information:

U.S. Department of Education
Office for Civil Rights
Lyndon Baines Johnson Department of Education Bldg.
400 Maryland Avenue, SW
Washington, DC 20202-1100
OCR@ed.gov

Procedures for Complaints of Discrimination

The following procedures shall be used for complaints of alleged discrimination occurring in ARSD's education program or activities in violation of the Americans with Disabilities Act (ADA), Title VI, Title VII, and other forms of discrimination prohibited by applicable federal and Connecticut state law.

These procedures do not apply to reports/complaints of sex-discrimination and sex-based harassment. Allegations of Title IX sex discrimination or sex-based harassment shall be brought to the attention of the ARSD Title IX Coordinator and will be addressed through the ARSD's Title IX Grievance Procedures (R5145.5, 4118.112, 4218.112, Prohibition of Sex Discrimination/Sex-based Harassment).

Contact the District's 504 Coordinator for concerns related to 504 violations. 504 complaints shall be governed by ARSD Policy 5145.42, Section 504 and Title II and any related regulation.

Informal Procedure

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Any student, employee or applicant to a program who feels that he/she has been discriminated on the basis outlined above (except for Title IX sex discrimination and sex-based harassment) shall contact the building Principal/supervisor or designee to discuss the nature of the complaint.

1. The principal/supervisor or designee shall maintain a written record which shall contain the following:
 - a. Full name and address of complainant.
 - b. Full name and position of person(s) who allegedly discriminated against the complainant or description of the alleged discriminatory practice.
 - c. A concise statement of the facts constituting alleged discrimination.
 - d. Dates of the alleged discrimination.
 - e. Resolution, if applicable.
2. At the time the alleged discrimination is reported, the principal/supervisor or designee shall promptly meet with the complainant to discuss the alleged discriminatory act or practice. When deemed appropriate, the principal/supervisor or designee shall meet with the individual(s) against whom the complaint was lodged and seek an informal agreement between the parties concerned. Every attempt shall be made to seek a solution and resolve the alleged discrimination complaint at this level.
3. If no resolution is reached, the principal/supervisor or designee shall explain the formal grievance procedure and answer questions about the process.

Formal Complaint Process

1. If the complainant is not satisfied with the proposed resolution of the matter through the informal process described above, a formal complaint may be initiated within twenty (20) calendar days from the date of the original discussion with the principal/supervisor, by filing a written complaint with the appropriate District Civil Rights Coordinator. Such a complaint shall be acknowledged in writing by the Coordinator within ten (10) calendar days.
2. Complaints of discrimination shall be investigated promptly by the appropriate Civil Rights Coordinator or designee within thirty (30) calendar days. Such an investigation shall include, but need not be limited to, a meeting with the complainant and the individual(s) alleged to have conducted the discrimination and if applicable, any relevant witnesses. In unusual circumstances when an investigation cannot be concluded within thirty (30) calendar days, it shall be concluded as soon as possible.
3. Within ten (10) calendar day from completion of the investigation, the coordinator will prepare a written report of the investigation and share the report along with relevant evidence collected with the Superintendent of Schools or his/her designee.
4. The Superintendent of Schools or his/her designee shall review the information provided and issue a final determination along with any recommendations. Nothing precludes the

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Superintendent from meeting with the complainant or individual(s) alleged to have engaged in discriminatory conduct as well as others who may have relevant information or from seeking further information or investigation prior to the issuance of final determination.

5. The complainant and the individual alleged to have committed discrimination shall be informed in writing of the findings and recommendations issued by the Superintendent. The Superintendent's decision is final and not appealable.
6. At the conclusion of the complaint process, all written complaints, reports, findings and recommendations and other documents, shall be maintained in accordance with state and federal law.

Nothing in this regulation shall prevent the complainant from exercising his/her rights under state and federal law including filing a complaint with an appropriate state or federal office or agency established for the purposes of hearing discrimination complaints.