File: ACA

NONDISCRIMINATION ON THE BASIS OF SEX

The School Committee, in accordance with Title IX of the Education Amendments of 1972, declares that the school district does not and will not discriminate on the basis of sex, sexual orientation, gender identity, sex stereotypes, sex characteristics, marital status, familial status, pregnancy or pregnancy-related conditions and prohibits sex discrimination in any education program or activity that it operates, as required by Title IX, including in admission and employment.

The School Committee will continue to ensure fair and equitable educational and employment opportunities, without regard to sex, sexual orientation or gender identity, to all of its students and employees.

The Committee will designate an individual to act as the school district's Title IX compliance officer. All students and employees will be notified of the name and office address and telephone number of the compliance officer.

The Webster Public Schools shall provide a notice of non-discrimination along with the contact information for its Title IX Coordinator as set forth below. The notice shall be given to students; parents, guardians, or other authorized legal representatives of elementary school and secondary school students; employees; applicants for admission and employment; and all unions and professional organizations holding collective bargaining or professional agreements with the Public Schools.

NOTICE OF NONDISCRIMINATION & RELATED TITLE IX INFORMATION

The Webster School Committee and Webster Public Schools do not discriminate on the basis of sex and prohibits sex discrimination, including sex-based harassment in any education program or activity that it operates, as required by Title IX and its regulations, including in admission and employment.

Inquiries about Title IX may be referred to Webster Public Schools' Title IX Coordinator, the U.S. Department of Education's Office for Civil Rights, or both. Webster Public Schools' Title IX Coordinator is Director of Student Support Services, 77 Poland Street, Webster Ma 01570, 508-943-0104 X 40029.

The Webster Public Schools' nondiscrimination policy and grievance procedures can be located at https://www.webster-schools.org

To report information about conduct that may constitute sex discrimination or make a complaint of sex discrimination under Title IX, please refer to https://www.webster-schools.org

The District shall prominently include all elements of its notice of nondiscrimination set out above on its website and in each handbook, catalog, announcement, bulletin, and application form that it makes

available to persons entitled to notice under this section, or which are otherwise used in connection with the recruitment of students or employees.

LEGAL REFS..	Title IX of the Education Amendments of 1972 45 CFR, Part 86, (Federal Register, 6/4/75) M.G.L. 76:5; 76:16 (Chapter 622 of the Acts of 1971) BESE 603 CMR 26:OO
REFERENCE:	USDOE Notice of Interpretation https://www.ed.gov/news/press-releases/us-department-education-confirms-titleix-protects-students-discrimination-based-sexual-orientation-and-gender-identity
CROSS REF.:	AC, Nondiscrimination Policy Including Harassment and Retaliation ACGA, Civil Rights Grievance Procedure ACGB, Title IX Sexual Discrimination Grievance Procedure

SOURCE: MASC - July 2024 rev MLM PC

First Reading: September 24, 2024
Second Reading: October 8, 2024
Third Reading: October 22, 2024