

NON-DISCRIMINATION POLICY INCLUDING HARASSMENT AND RETALIATION

The North Middlesex Regional School District will promptly respond to any reports or complaints of discrimination, including harassment and retaliation, or other civil rights violations, under our detailed response protocol. Where it is determined that discrimination or harassment has occurred, the North Middlesex Regional School District will act promptly to eliminate the conduct and will impose developmentally-appropriate disciplinary, restorative, and/or corrective action.

Any member of the school community who is found, after investigation, to have engaged in any form of discrimination, including harassment or retaliation, against another member of the school community, will be subject to consequences determined appropriate by the administration. Such consequences may include restorative measures and corrective action, and/or student discipline or staff disciplinary action, up to and including termination of employment.

Definitions

"Discrimination" and "Harassment" are defined as unwelcome conduct, whether verbal or physical, that is based on any individual's actual or perceived race*, color, sex, sexual orientation, gender identity, sex stereotypes, sex characteristics, religion, disability, age, genetic information, active military/veteran status, marital status, familial status, pregnancy or pregnancy-related conditions, homelessness, ancestry, ethnic background, national origin, or any other category protected by state or federal law. Discrimination and/or harassment includes, but is not limited to:

- Display or circulation of written materials or pictures that are degrading to a person or group described above.
- Verbal abuse or insults about, directed at, or made in the presence of an individual or group described above.
- Any action or speech that contributes to, promotes, or results in a hostile or discriminatory environment for an individual or group described above.
- Any action or speech that is sufficiently severe, pervasive, or persistent that it either (i) interferes with or limits the ability of an individual or group described above to participate in or benefit from employment or a program or activity of the North Middlesex Regional School District; or (ii) creates an intimidating, threatening, or abusive educational or working environment.

Harassment may include, but is not limited to, any unwelcome, inappropriate, or illegal physical, written, verbal, graphic, or electronic conduct that has the intent or effect of creating a hostile education or work environment by limiting the ability of an individual to participate in or benefit from the district's programs and activities or by unreasonably interfering with that individual's education or work environment, or, if the conduct were to persist, would likely create a hostile educational or work environment.

Harassment includes Sexual Harassment and Sex-Based Harassment, which are more specifically addressed in File ACAB.

Retaliation means intimidation, threats, coercion, or discrimination against any person by the District, a student, an employee, or other person authorized by the District to provide aid, benefit, or service under the District's education program or activity, for the purpose of interfering with any right or privilege secured by Title IX or other Federal or State law providing

protection against sex discrimination, including sexual and sex-based harassment, or because the person has reported information, made a complaint, testified, assisted, or participated, or refused to participate in any manner in an investigation, proceeding, or hearing as provided under the District's policies, including in an informal resolution process, in grievance procedures, and in any other actions taken by the District under § 106.44(f)(1) of Title IX.

Resources

~~The following individual is designated as the District ADA, Title VI, Title IX, and Sexual Harassment Coordinator, and Grievance Officer for the School Committee, administration, faculty, staff, volunteers in the schools, and for parties who are contracted to perform work for the North Middlesex Regional School District s, and can be reached at:~~

~~Name/Position~~

~~Address~~

~~Phone~~

The following individual is designated as the District ADA, Title VI, Title IX, and Sexual Harassment and Civil Rights Coordinator for students in the North Middlesex Regional School District. In addition, the Assistant Superintendent is the District 504 Coordinator and can be reached at:

Gary Reese, Assistant Superintendent

North Middlesex Regional School District

66 Brookline Street, Townsend, MA 01469

978-597-8713

Inquiries concerning the North Middlesex Regional School District's policies and protocols, compliance with applicable laws, statutes, and regulations, and complaints may also be directed to the Director of Human Resources. Inquiries about laws, statutes, regulations, and compliance may also be directed to the Massachusetts Department of Elementary and Secondary Education or the Office for Civil Rights, U.S. Department of Education, ~~5 Post Office Square, 8th Floor, Suite 900, Boston, MA 02109; (617) 289-0111; Email: OCR.Boston@ed.gov;~~ **400 Maryland Avenue, SW, Washington, DC 20202, Email: OCR@ed.gov** Website: www.ed.gov/ocr

*race to include traits historically associated with race, including, but not limited to, hair texture, hair type, hair length, and protective hairstyles.

LEGAL REFS.:

Title VI, Civil Rights Act of 1964

Title VII, Civil Rights Act of 1964, as amended by the Equal Employment Opportunity Act of 1972

Executive Order 11246, as amended by E.O. 11375

Equal Pay Act, as amended by the Education Amendments of 1972

Title IX

Education Amendments of 1972

Rehabilitation Act of 1973

Education for All Handicapped Children Act of 1975

No Child Left Behind Act of 2001, 20 U.S.C. § 7905 (The Boy Scouts of America Equal Access Act)

M.G.L. 71B:1 et seq. (Chapter 766 of the Acts of 1972)
Acts of 2022, Chapter 117
<https://malegislature.gov/Laws/SessionLaws/Acts/2022/Chapter117>

CROSS REF:

ACE, Nondiscrimination on the Basis of Disability
ACAB, Sexual Harassment
GBA, Equal Employment Opportunity
IJ, Instructional Materials
JB, Equal Educational Opportunities
ACGA, Civil Rights Grievance Procedure
ACGB, Title IX Sexual Discrimination Grievance Procedure

SOURCE: MASC July 2024

Adopted by the NMRSD School Committee:

Original Adoption:

Legal Counsel Review: 9/8/2026

Five-Year Review Cycle: 9/15/2026

NMRSD First Vote: 9/15/2026

NMRSD Adoption:
