

NONDISCRIMINATION

The Greenfield Public Schools are committed to ensuring that the school community is free from discrimination in education and employment.

It is the policy of the Greenfield Public Schools that:

- a. No discrimination on the basis of race, color, religion, sex, gender identity, sexual orientation, marital status, age, national origin, disability, will exist in any one of the public schools, in employment, in the terms or conditions of employment, or in retention, benefits, and promotion.
- b. No person shall be excluded from or discriminated against with regard to admission to the Greenfield Public Schools, or in obtaining the advantages, privileges, and courses of study of the Greenfield Public Schools, on account of race, color, sex, gender identity, sexual orientation, religion, age, national origin, marital status, or disability.
- c. The rights and responsibilities of all individuals will be promoted throughout the school district as set forth in the State and Federal Constitutions, pertinent legislation, and applicable judicial interpretations.

The Committee's policy of nondiscrimination will extend to students, staff, the general public, and individuals with whom it does business. If someone has a complaint or feels that he/she has been discriminated against because of race, color, sex, gender identity, religion, national origin, sexual orientation or disability, the complaint should be registered with the assigned compliance officer.

SOURCE: MASC

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
 M.G.L. 71B:1 et seq. (Chapter 766 of the Acts of 1972)
 M.G.L. 76:5; Amended 2011
 M.G.L.76:16
 Board of Education 603 CMR 26:00 Amended 2012

CROSS REFS.: ACA- ACE, Subcategories for Nondiscrimination
 GBA, Equal Opportunity Employment
 JB, Equal Educational Opportunities

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April 8, 2010 First Reading for revision

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