

## **NONDISCRIMINATION INCLUDING HARASSMENT AND RETALIATION**

### **Non-Discrimination Statement**

The Duxbury Public Schools does not discriminate in admission to, access to, treatment in, or employment in its services, programs and activities, on the basis of race, color or national origin, in accordance with Title VI of the Civil Rights Act of 1964 (Title VI); on the basis of sex, in accordance with Title IX of the Education Amendments of 1972; on the basis of disability, in accordance with Section 504 of the Rehabilitation Act of 1973 (Section 504) and Title II of the Americans with Disabilities Act of 1990 (ADA); or on the basis of age, in accordance with the Age Discrimination Act of 1974 (Age Discrimination Act). Nor does it discriminate on the basis of race, hair traits associated with race, color, sex, religion, national origin, sexual orientation, gender identity, or religion, in accordance with Chapter 622 of the Acts of 1971 (M.G.L. c.76, §5) and Chapter 151B of the General Laws.

To file a complaint alleging discrimination or harassment by Duxbury Public Schools on the basis of race, color, national origin, sex, disability, age, sexual orientation, gender identify or religion or to make inquiry concerning the application of Title VI, Title IX, Section 504, the ADA, the Age Discrimination Act, or applicable state laws and their respective implementing regulations, please contact:

### **the Assistant Superintendent for the Duxbury Public Schools.**

Inquiries concerning the applicability of the aforementioned federal laws and regulations to the Duxbury Public Schools also may be referred to the U.S. Department of Education, Office for Civil Rights (OCR), JW McCormack POCH, Boston, Massachusetts 02109-4557, telephone (617) 223-9662, TTY (617) 223-9695. A grievant may file a complaint with OCR, generally,

1. within 180 calendar days of alleged discrimination or harassment, or

Inquiries relative to state law may be referred to the Massachusetts Department of Education, 350 Main Street, Maiden, MA 02148-5023 (telephone (781) 338-3300) (TTY (800) 439-2370) or the Massachusetts Commission Against Discrimination at One Ashburton Place, Boston, MA 02108 (telephone (617) 727-3990) (TTY (617) 627-3990 x 588).

This policy will be distributed annually to all employees and to all new employees at the time of hire.

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 1993  
M.G.L.76:16 (Chapter 622 of the Acts of 1971)  
Board of Education Chapter 622 Regulations Pertaining to Access to  
Equal Educational Opportunity, adopted 6/24/75, as amended 10/24/78  
Board of Education 603 CMR 26:00  
Board of Education Chapter 766 Regulations, adopted 10/74, as  
amended through 3/28/78

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

Revised, September 6, 2022  
Adopted September 21, 2022