

## NONDISCRIMINATION

The Mansfield Public Schools prohibits unlawful discrimination, harassment (including sexual harassment), and retaliation against anyone based on race, color, age, disability, sex (including pregnancy, pregnancy-related conditions, or recovery from these conditions, including but not limited to, lactation), sexual orientation, gender identity or expression, religion or religious belief, national origin, ethnicity, ancestry, retaliation, marital status, genetic information, veteran or military status, limited English proficiency, homelessness, or any other class of individuals protected from discrimination under state or federal law in education, admission, access to or treatment in, its programs, services, benefits, activities, and terms and conditions of employment.

### **Designation of Civil Rights Coordinator**

The Mansfield Public Schools has designated a Title IX Coordinator and a Civil Rights Coordinator to coordinate the District's efforts to comply with these laws and to respond to matters of civil rights that arise in the school setting.

#### **Title IX Coordinator (sex)**

Assistant Superintendent of Teaching and Learning  
Mansfield Public Schools  
2 Park Row  
Mansfield, MA 02048 508-261-7500

Section 504/ADA Coordinator  
Assistant Superintendent of Teaching and Learning  
Mansfield Public Schools  
2 Park Row  
Mansfield, MA 02048 508-261-7500

#### **Civil Rights Coordinator (all other protected categories besides sex and disability)**

Assistant Superintendent of Teaching and Learning  
Mansfield Public Schools  
2 Park Row  
Mansfield, MA 02048 508-261-7500

In addition Students or parents/guardians also may submit questions and complaints of alleged discrimination to:

- Mansfield High School Principal, 250 East Street, 508-261-7540
- Qualters Middle School Principal, 240 East Street, 508-261-7530
- Jordan/Jackson Elementary School Principal, 255 East Street, 508-261-7520/25
- Robinson Elementary School Principal, 245 East Street, 508-261-7510

## **NONDISCRIMINATION**

- Roland Green Pre-School Principal, 29 Dean Street, 508-261-1561
- Director of Special Education, Mansfield Public Schools, 508-261-7507

Employees/Job Applicants also may submit questions and complaints of alleged discrimination to the Director of Human Resources, Mansfield Public Schools, 2 Park Row, 508-261-7538

### **Right to Alternative Complaint Procedure**

Individuals are not limited to a formal complaint process through the Mansfield Public Schools but may seek resolution through other agencies.

Inquiries regarding federal law may be directed to:

U.S. Department of Education  
Office for Civil Rights, Boston Office  
5 Post Office Square, 8th Floor  
Boston, MA 02109 617-289-0111  
TTY: (800) 877-8339 [OCR.Boston@ed.gov](mailto:OCR.Boston@ed.gov)

U.S. Equal Employment Opportunity Commission John F. Kennedy Federal Building  
475 Government Center  
Boston, MA 02203  
Telephone: (800) 669-4000 TTY: (800) 669-6820

Inquiries regarding state law may be directed to:

Massachusetts Department of Elementary and Secondary Education Office of Program Quality Assurance Services  
75 Pleasant Street  
Malden, MA 02148  
781-338-3000

Massachusetts Commission Against Discrimination (MCAD) 800 Purchase Street, Room 501  
New Bedford, MA 02740  
508-990-2390

### **Notice**

The District will provide effective notice to students, parents/guardians, and employees of the District's nondiscrimination policy and for the procedure for reporting complaints of discrimination, harassment, and bullying. Such notification includes, but is not limited to, annual employee handbooks and student/parent handbooks, the District website, and any school district publication that sets forth the comprehensive rules, procedures and standards of conduct for

## NONDISCRIMINATION

students and employees. Copies of this policy must be readily available in the Superintendent's office and in each building Principal's office.

Revised: December 8, 2020  
March 5, 2019  
January 24, 2017  
October 2, 2012

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  
Age Discrimination Act of 1967 (ADEA)  
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  
The Boy Scouts of America Equal Access Act, 20 U.S. Code § 7905 - Title III of the Elementary and Secondary Education Act (ESEA) 1965, as amended by the Every Student Succeeds Act (ESSA), 2015  
Title VII-B of the McKinney-Vento Homeless Assistance Act 1987, as amended by the Every Student Succeeds Act (ESSA) 2015  
Title I, Title V of the Americans with Disabilities Act of 1990 (ADA)  
Title II of the Genetic Information Nondiscrimination Act of 2008 (GINA)  
Civil Rights Act of 1991  
M.G.L. 71 B:1 et seq. (Chapter 766 of the Acts of 1972)  
M.G.L. 76:5; Amended 2011  
M.G.L.76:16 (Chapter 622 of the Acts of 1971)  
MGL Part I, Title XXI, Chapter 151B Unlawful Discrimination Because Of Race, Color, Religious Creed, National Origin, Ancestry Or Sex  
Massachusetts Pregnant Workers Fairness Act, 2017  
BESE regulations 603 CMR 26.00 Amended 2012  
BESE 603 CMR 28.00

CROSS REFS.: ACA - ACE Subcategories for Nondiscrimination  
GBA, Equal Opportunity Employment  
JB, Equal Educational Opportunities  
JFABD, Homeless Students: Enrollment Rights and Services

**NONDISCRIMINATION**

**NOTE: This category is for a general policy covering all types of nondiscrimination and relating to students, staff, and others. Federal and state laws apply.**

**If a policy relates to staff only, to students only, or a particular form of non-discrimination, it is better filed elsewhere. Appropriate codes for such statements are indicated by the cross-references.**

**Regulations pertaining to all forms of nondiscrimination -- or a procedure all persons can resort to for redress of grievances related to nondiscrimination -- would follow under code AC-R.**

**Law in most instances requires official School Committee approval of regulations in this area.**