

***Title VI - Civil Rights Act***  
***Non-Discrimination and Anti-Harassment in the Schools***

The Board of Education affirms its commitment to non-

supervision and control of the District.

The Board also prohibits harassment based on an individual's participation in a related investigation or complaint pursuant to the Civil Rights Act, 42 U.S.C. Section 2000d, et seq. and its implementing regulations. Nondiscrimination and anti-harassment will be enforced in all school buildings and at all school-sponsored events, programs and activities that take place at locations off school premises and in another jurisdiction.

It is intended that this policy apply to the death of a student; employees; employees with students; students with disabilities; vendors/contractors and others who do business with the District; volunteers, visitors, and guests. All of these persons shall be considered "the named group."

For purposes of this policy, harassment shall include verbal (written or graphic) and/or physical conduct based on an individual's race, sex, religion and national origin, that:

- a) Has the purpose or effect of substantially or uniformly affecting an individual's work performance or is used as a basis for employment decisions or personnel actions;

- c) Otherwise adversely affects the employment and/or educational opportunities and benefits provided by the District.

District staff who observe any such harassment should intervene to stop the harassment and thereafter report the matter to a District Compliance Officer.

### **Complaints and Grievances by Employees**

In accordance with the provisions of General Municipal Law and the collective bargaining agreements, all District personnel shall have the opportunity to present their complaints or grievances free from interference, coercion, restraint, discrimination or reprisal.

Complaints or grievances not covered under employee contracts shall be handled and resolved, whenever possible, as close to their origin as possible. The Superintendent is responsible for implementing regulations for the redress of complaints or grievances through proper administrative channels.

### **Complaints and Grievances by Students and Other Third Parties**

While students have the responsibility to abide by the policies and regulations of the District, they shall also be afforded opportunity to present complaints and grievances free from interference, coercion, restraint, discrimination or reprisal.

Administration shall be responsible for establishing rules and regulations for the redress of complaints or grievances through proper administration channels. In addition, the District shall develop an appeals process, ensuring that students, employees, volunteers, vendors/contractors, visitors and guests have full understanding and access to these regulations and procedure, and providing prompt, thorough and fs, vprovidifintf5(di)-5(rng1(e)-2(l)6(s)-2()-2(, v)d gh p(t)-5(s)9( )TJg9(t)-5(i)6(1)

Reference:

Title VI of the Civil Rights Act of 1964, 42 United States Code (USC) Section 2000d et seq.

Prohibits discrimination on the basis of race, color or national origin and 34 C.F.R. Part 100.

Education Law Section 2801(1)

Executive Law Section 290 et seq.

Prohibits discrimination on the basis of age, race, creed, color, national origin, sex, sexual orientation, disability, military status, marital status, use of a recognized guide dog, hearing dog or service dog, or domestic violence victim status.

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