

## **EQUAL EDUCATIONAL OPPORTUNITIES**

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.

This policy applies to all areas of school admission, admissions to courses, course content, curriculum, and instructional materials, guidance, and extracurricular and athletic activities for which students are eligible.

The principle of equal educational opportunity for all students under the Massachusetts Equal Educational Opportunities Law (known as Chapter 622 of the Acts of 1971) will guide the School Committee and staff in making decisions related to school district facilities, selection of educational materials, equipment, curriculum, and regulations affecting students.

All implementing provisions issued by the Board of Elementary and Secondary Education in compliance with this law must be followed.

### **Complaint Procedure**

Any student, parent, or guardian who believes they have been discriminated against, denied a benefit, or excluded from participation in any district program or activity in violation of this policy may file a grievance with the District's Title IX Officer.

#### Title IX Officer and ADA/Section 504 Coordinator

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

Questions and complaints of alleged discrimination may also be submitted 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
- Roland Green Pre-School Principal, 29 Dean Street, 508-261-1561
- Director of Special Education, Mansfield Public Schools, 508-261-7507

### **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.

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Inquiries regarding federal law may be directed to: U.S. Department of Education  
Office for Civil Rights, Boston Office  
5 Post Office Square, 8<sup>th</sup> Floor  
Boston, MA 02109 617-289-0111  
TTY: (800) 877-8339 OCR.Boston@ed.gov

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

**Notice**

The Title IX Officer must 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 not be 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 students and employees. Copies of this policy must be readily available in the Superintendent's office and in each building Principal's office.

REVISED:                March 5, 2019

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  
                              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  
                              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  
                              BESE 603 CMR 26.00 Amended 2012  
                              BESE 603 CMR 28.00

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CROSS REF.: AC, Nondiscrimination  
ACA - ACE Subcategories for Nondiscrimination  
JFABD, Homeless Students: Enrollment Rights and Services