

Nondiscrimination

The Bethany Public School District shall promote nondiscrimination and an environment free of harassment based on an individual’s race, color, religion, creed, national origin, ancestry, sex, sexual orientation, marital status, age, physical or mental disability (including, but not limited to, intellectual disability), gender identity or expression, genetic predisposition or carrier status, veteran status, or any other basis prohibited by local, state and federal laws, and provides equal access to other designated youth groups. The Board does not discriminate on the basis of any such legally protected status in any of its educational activities or employment policies.

The Bethany Board of Education encourages staff to improve human relationships within the school and establish channels through which citizens can communicate their concerns to the Administration and the Board.

The Superintendent shall appoint and make known the individuals to contact on issues concerning the Americans with Disabilities Act (ADA), Section 504 of the Rehabilitation Act of 1974, Title VI, Title VII, Title IX and other civil rights or discrimination issues. The Board will adopt and the District will publish grievance procedures providing for prompt and equitable resolution of student and employee complaints.

Federal civil rights laws prohibit discrimination against an individual because he/she has opposed any discrimination act or practice or because that person has filed a charge, testified, assisted or participated in an investigation, proceeding or hearing. ADA further prohibits anyone from coercing, intimidating, threatening or interfering with an individual for exercising the rights guaranteed under the Act.

To file a complaint alleging discrimination or harassment by Bethany Public School District on the basis of race, color, religion, creed, national origin, ancestry, sex, sexual orientation, marital status, age, physical or mental disability (including, but not limited to, intellectual disability), gender identity or expression, genetic predisposition or carrier status, veteran status, or any other basis prohibited by local, state and federal laws, and provides equal access to other designated youth groups, please contact:

Superintendent
Bethany Public School District
44 Peck Road
Bethany, CT 06524
(203) 393-1170

- Legal References: Title VII, Civil Rights Act, 42 U.S.C. 2000e, et seq.
29 CFR 1604.11, EEOC Guidelines on Sex Discrimination
Title IX of the Educational Amendments of 1972, 20 U.S.C. 1681 et seq.
34 CFR § 106.8(b), OCR Guidelines for Title IX

MISSION – GOALS - OBJECTIVES

0521(b)

Legal References: Definitions, OCR Guidelines on Sexual Harassment, Fed. Reg. Vol. 62, #49, 29 CFR § 1606.8 (a) 62 Fed Reg. 12033 (March 13, 1997) and 66 Fed. Reg. 5512 (January 19, 2001)

Meritor Savings Bank. FSB v. Vinson, 477 U.S. 57 (1986)

Faragher v. City of Boca Raton, No. 97-282 (U.S. Supreme Court, June 26, 1998)

Gebbs v. Lago Vista Indiana School District, No. 99-1866, (U.S. Supreme Court, June 26, 1998)

Davis v. Monro County Board of Education, No. 97-843, (U.S. Supreme Court, May 24, 1999)

The Vietnam Era Veterans' Readjustment Act of 1974, as amended, 38 U.S.C § 4212

Title II of the General Information Nondiscrimination Act of 2008

Connecticut General Statutes § 46a-60

Connecticut General Statutes § 10-15c (Amended by P.A. 97-247 to and P.A. 11-55)

Connecticut General Statutes § 10-153

Connecticut General Statutes § 17a-101

The Americans with Disabilities Act as amended by the ADA Amendments Act of 2008

Meacham v. Knolls Atomic Power Laboratory, 128 S.Ct. 2395, 76 U.S.L.W. 4488 (2008)

Federal Express Corporation v. Holowecki, 128 S.Ct. 1147, 76 U.S.L.W. 4110 (2008)

Kentucky Retirement Systems v. EEOC, 128 S.Ct. 2361, 76 U.S.L.W. 4503 (2008)

Sprint/United Management Co. v. Mendelsohn, 128 S.Ct. 1140, 76 U.S.L.W. 4107 (2008)

20 U.S.C. 7905 (Boy Scouts of America Equal Access Act contained in NCLB Act of 2001)

Policy adopted: November 12, 2003

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