

NONDISCRIMINATION

Public schools have the responsibility to overcome, insofar as possible, any barriers that prevent children from achieving their potential. The Harvard public school system will do its part. This commitment to the community is affirmed by the following statements that the Harvard School Committee intent to:

1. Promote the rights and responsibilities of all individuals as set forth in the State and Federal Constitutions, pertinent legislation, and applicable judicial interpretations.
2. Encourage positive experiences in human values for children, youth and adults, all of whom have differing personal and family characteristics and who come from various socioeconomic, racial, and ethnic groups.
3. Work toward a more integrated society and to enlist the support of individuals as well as groups and agencies, both private and governmental, in such an effort.
4. Use all appropriate communication and action techniques to air and reduce the grievances of individuals and groups.
5. Carefully consider, in all the decisions made within the school district, the potential benefits or adverse consequences that those decisions might have on the human relations aspects of all segments of society.
6. Initiate a process of reviewing policies and practices of the school district in order to achieve to the greatest extent possible the objectives of this statement.

The School Committee's policy of nondiscrimination will extend to students, staff, the general public, and individuals with whom it does business. No person shall be excluded from or discriminated against in admission to a public school of any town or in obtaining the advantages, privileges, and courses of study of such public school on account of race, color, sex, gender identity, religion, national origin, marital status, sexual orientation, genetic information, ancestry, military status, disability, homelessness, linguistic differences, pregnancy, or pregnancy related condition or any other characteristic protected by law. Further, any retaliation against an individual who has reported, witnessed, or complained about prohibited conduct or retaliation against individuals who have provided information during an investigation into a complaint of prohibited conduct is similarly prohibited.

This policy applies to conduct on all school premises, on school buses, and at all school-sponsored programs and activities. Any prohibited conduct that occurs off school premises or outside of school related or school-sponsored programs or activities will be regarded as conduct

in violation of this policy if it has a continuing effect on or creates a hostile environment for the victim of the conduct on school premises, on school buses, or at school-sponsored programs and activities.

Please note that while this policy set forth the Harvard Public Schools' goal of promoting a workplace and school environment that is free of discrimination and harassment, the policy is not designed or intended to limit our authority to discipline or take remedial action for workplace or school conduct which the district deems unacceptable, regardless of whether the conduct satisfies the definition of unlawful and prohibited conduct set forth in this policy.

Anyone who has a complaint or feels that they have been discriminated against or harassed in violation of this policy by a staff member should raise a complaint following the procedures in section ACABB. Anyone who has a complaint or feels that they have been discriminated against or harassed in violation of this policy by a student should raise a complaint following the procedures in Section ACABA. The chair of the School Committee is responsible for receiving complaints and reports of violations by the superintendent.

If someone has complaint or feels that they have been discriminated or retaliated against because of race, color, sex, religion, national origin, sexual orientation, disability, pregnancy, or pregnancy related condition, they should register their complaint with the Title IX Coordinator, Jennifer Sauter, 27A Massachusetts Avenue, Harvard, MA 01451, jsauter@psharvard.org, 978-456-4143.

Or the

U.S. Department of Education, Office for Civil Rights
5 Post Office Square, 8th Floor
Boston, MA 02109
(617) 289-0111

Massachusetts Commission Against Discrimination ("MCAD")
One Ashburton Place – Rm 601
Boston, MA 02108
(617)994-6000

ADOPTED: June 11, 2007
AMENDED: May 20, 2013
AMENDED: September 24, 2018
AMENDED: May 26, 2020

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)