

NONDISCRIMINATION

Public schools have the responsibility to overcome, insofar as possible, any barriers that prevent children from achieving their potential. The public school system will do its part. This commitment to the communities is affirmed in the following statements of the Regional School Committee's 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 system, 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 system in order to achieve to the greatest extent possible the objectives of this statement.

The Regional School Committee, in accordance with Title IX of the Education Amendments of 1972, declares that the Ayer Shirley Regional School system does not and will not discriminate on the basis of sex in the educational programs and activities of the public schools. The 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, sexual orientation, disability or limited English-speaking ability. If you have a complaint or feel that you have been discriminated against because of your race, color, sex, gender identity, religion, national origin, sexual orientation, disability or limited English-speaking ability, register your complaint with the Title IX compliance officer.

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 2011
M.G.L.76:16
BESE Regulations 603 CMR 26.00 Amended 2012
BESE Regulations 603 CMR 28.00