

Notice of Policy of Non-Discrimination

The Board of Education complies with all applicable federal, state and local laws prohibiting discrimination on the basis of race, religion, color, national origin, gender, sex, sexual orientation, marital status, age, disability (including pregnancy), veteran status or gender identity or expression, in any of its educational programs and activities, in employment and application for employment, and in admission and application for admission as required, subject to the conditions and limitations established by law. The Board's prohibition of discrimination or harassment in its educational programs or activities expressly extends to academic, nonacademic and extracurricular activities, including athletics.

It is also the policy of the Board to provide for the prompt and equitable resolution of complaints alleging any discrimination on the basis of protected characteristics such as race, religion, color, national origin, gender, sex, sexual orientation, marital status, age, disability (including pregnancy), veteran status or gender identity or expression.

Any student and/or parent/guardian, employee, or third party wishing to file a complaint regarding discrimination may obtain a copy of the Board's non-discrimination complaint procedures and complaint forms, which are available online at http://images.pcmac.org/Uploads/NorthHaven/NorthHaven/Divisions/DocumentsCategories/Documents/Section%20504%20-%20Student%20Policy%20&%20Grievance%20Procedures_%7BSISFB0902C30126%7D.pdf or upon request from the main office of any district school. If a complaint involves allegations of discrimination or harassment based on reasons such as gender/sex or disability, such complaints will be handled under other appropriate policies prohibiting sexual harassment/discrimination or disability. Complaints of discrimination and/or harassment may also constitute bullying behavior under the Board's Bullying Behavior in the Schools Policy.

Any student and/or parent/guardian, employee, or third party also may file a complaint with the Office for Civil Rights, U.S. Department of Education ("OCR"):

Office for Civil Rights, Boston Office
U.S. Department of Education
8th Floor
5 Post Office Square
Boston, MA 02109-3921
(617) 289-0111
<http://www2.ed.gov/about/offices/list/ocr/docs/howto.html>

Any student and/or parent/guardian, employee, or third party may also file a complaint with the Connecticut Commission on Human Rights and Opportunities:

Connecticut Commission on Human Rights and Opportunities
450 Columbus Blvd.
Hartford, CT 06103-1835
(800) 477-5737

Anyone who has questions or concerns about the Board's policy on non-discrimination, or who would like a copy of the Board's complaint procedures or complaint forms related to claims of discrimination, may contact:

Dana Corriveau
Director of Student Services
Title IX Coordinator, Section 504 Coordinator
5 Linsley Street
North Haven, CT 06473
203-239-2581
Corriveau.dana@north-haven.k12.ct.us

Retaliation against any individual who complaints pursuant to the Board's policy and regulations is strictly prohibited. The district will take actions necessary to prevent retaliation as a result of filing a complaint.

Legal References:

Title IX of the Education Amendments of 1972, 20 U.S.C. § 1681, et seq.
Title VI of the Civil Rights Act of 1964, 42 U.S.C. § 2000d, et seq.
Americans with Disabilities Act, 42 U.S.C. § 12101, et seq.
Section 504 of the Rehabilitation Act of 1973, 29 U.S.C. § 794, et seq.
Connecticut General Statutes § 10-15c, § 46a-58, and § 46a-81a, et seq.
Connecticut General Statutes § 1-1n, "Gender Identity or Expression" defined
Public Act 17-127, An Act Concerning Discriminatory Practices Against Veterans, Leaves of Absence for National Guard Members, Application for Certain Medicaid Programs, and Disclosure of Certain Records to Federal Military Law Enforcement.

The following person has been designated to handle inquiries regarding the non-discrimination policies:

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Director of Student Services
Title IX Coordinator, Section 504 Coordinator
5 Linsley St.
North Haven, CT 06473
203-239-2581 Corriveau.dana@northhavenschools.org