

WELLESLEY CURRENT POLICY WITH EDITS

AC NONDISCRIMINATION **POLICY INCLUDING HARASSMENT AND RETALIATION**

Public schools have the responsibility to overcome, insofar as possible, any barriers that prevent children from achieving their potential. This commitment to the community is affirmed by the following statements that the School Committee intends to:

1. Promote the rights and responsibilities of all individuals as set forth in the State and Federal Constitutions, pertinent legislation and regulations, 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 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 address the grievances of individuals and groups.
5. Carefully consider, in all the decisions made within the 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 District in order to achieve to the greatest extent possible the objectives of this statement.

The Committee's policy of nondiscrimination including harassment and retaliation 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 the basis of race, color, sex, age, gender, gender identity, religion, national origin, limited English proficiency, sexual orientation, disability, housing status, or pregnancy or pregnancy-related conditions. If someone has a complaint or believes that they have been discriminated against because of their race, color, sex, age, gender, gender identity, religion, national origin, limited English proficiency, sexual orientation, disability housing status, or pregnancy or pregnancy-related conditions their complaint should be registered with the Title IX compliance officer.

The Wellesley Public Schools requires all members of the school community to conduct themselves in accordance with this policy.

It shall be a violation of this policy for any member of the school community to engage in any form of discrimination, including harassment and retaliation, or to violate any other civil right of any member of the school community. We recognize that discrimination can take a range of forms and can be targeted or unintentional; however, discrimination in any form, including harassment and retaliation, will not be tolerated.

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It shall also be a violation of this policy for any school community member to subject any other member of the school community to any form of retaliation for reporting discrimination. , Retaliation includes, but is not limited to: coercion, intimidation, interference, punishment, discrimination, or harassment. This policy protects from retaliation those who report or file a complaint of discrimination, cooperate in an investigation, aid or encourag another member of the school community in reporting such conduct or filing a complaint.