

NONDISCRIMINATION

Public schools have the responsibility, to overcome discriminatory barriers that prevent children from achieving their potential. The Milton Public Schools are committed to this goal, including a specific commitment to combat discrimination. This commitment is affirmed in the following statements of Milton School Committee intent:

- To promote the rights and responsibilities of all individuals as set forth in the state and federal constitutions, pertinent legislation, and applicable judicial interpretations.
- To 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, religious, and ethnic groups.
- To work toward a more integrated school community, and to enlist the support of individuals, groups, and agencies, both private and governmental, in such an effort.
- To 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 Milton School Committee's policy of nondiscrimination extends 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 Milton public school or in obtaining the advantages, privileges, and courses of study of such public school on account of race, color, gender, gender identity, religion, national origin, sexual orientation, homelessness, pregnancy or pregnancy related condition, disability and/or marital status.

Individuals or groups who feel that they have been discriminated against on the basis of race, color, gender, gender identity, religion, national origin, sexual orientation, disability and/or marital status are encouraged to register a complaint both with the Superintendent and the system's designated Title IX compliance officer, the Assistant Superintendent for Curriculum and Personnel.

LEGAL REFERENCES: 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
Individuals with Disabilities Education Act
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
Massachusetts General Law Chapter 151B
BESE Regulations 603CMR 26.00 Amended 2012
BESE Regulations 603 CMR 28.00

CROSS REFERENCE: ACA-ACE, Subcategories for Nondiscrimination
GBA, Equal Employment Opportunity

Original Adoption: November 16, 2004
Reapproved: September 27, 2017

First and Second Reading for Reapproval: August 13, 2018