

Non-Discrimination (Students)

5000.

Protected Class Discrimination Prohibited:

The Meriden Board of Education (the "Board") complies with all laws prohibiting the exclusion of individuals on the basis of their race, ethnicity, sex, gender, sexual orientation, gender identity, gender expression, or sex characteristics, including but not limited to, the Board's duty to provide equal access to the Board's educational programs and services. The Board shall provide equal access to the Board's educational programs and services to all individuals, including but not limited to, individuals with the ability of the Board that are forms of discrimination or harassment on the basis of an individual's race, ethnicity, sex, gender, sexual orientation, gender identity, gender expression, or sex characteristics, including but not limited to, the Board's duty to provide equal access to the Board's educational programs and services.

Retaliation Prohibited:

The Board prohibits reprisals or retaliation against any individual who reports incidents in good faith.

Discrimination on the Basis of Protected Class Association Prohibited:

Discrimination and/or harassment against any individual on the basis of that individual's Protected Class membership is prohibited by the Board's policy.

Scope and Applicability:

This policy applies to all staff, Board members, and community members (including others) who are employed by or associated with the Board or its constituent schools.

Definitions:

The following definitions apply for purposes of this policy:

1. Discrimination:

With respect to students, unlawful discrimination occurs when a student is denied participation in membership in a Protected Class.

1. Harassment:

Harassment is a form of Protected Class discrimination that is prohibited by law and by this policy and includes but is not limited to the following: epithets, slurs, jokes, or comments, or

The following non-exhaustive list provides examples of the types of prohibited conduct that may be considered to constitute harassment:

- objectively offensive racial, ethnic, or religious epithets (or epithets commonly associated with any Protected Class membership, including but not limited to epithets relating to sex, sexual orientation, and/or gender identity or expression);
- other words or phrases commonly considered demeaning or degrading on the basis of Protected Class membership;
- display of images or symbols commonly associated with discrimination against individuals on the basis of their membership in a Protected Class;
- graphic, written or electronic communications that are harmful, or humiliating based on Protected Class membership;
- bigoted conduct or communications; or
- physical, written, electronic or verbal threats based on Protected Class membership.

Harassment does not have to involve intent to harm, be directed toward a specific person, or

Sexual harassment is a form of harassment that is prohibited by law and Board policy. For more

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1. Veteran:

A veteran is any person honorably discharged from a release under honorable conditions; from or

1. Gender identity or expression:

Gender identity or expression refers to a person's gender identity, gender role, or behavior that they may or may not be asserting for any purpose, which is sincerely held, part of a person's

1. Sexual orientation:

Sexual orientation refers to a person's identity in relation to the gender(s) to which they have previously expressed, or may express, a romantic or sexual attraction.

1. Race:

Race refers to a person's race, which is a socially constructed concept that is based on physical and cultural characteristics, including but not limited to hair color, eye color, skin tone, facial features, hair texture, nose shape, and lip shape.

1. Domestic violence:

The term domestic violence means (1) a pattern of behavior that causes or is intended to cause physical, emotional, or psychological harm to a person, including but not limited to acts of sexual assault, threats based on a person's sex, stalking, or other abusive or harassing acts of sexual conduct;

Biased Conduct:

This Board believes that all student conduct by any student may be considered

Reporting to District Officials:

alleging a violation of the Board's policy for the prevention of retaliation. A complaint is a written statement, made in good faith, that alleges a violation of the Board's policy for the prevention of retaliation.

Parents, staff, and/or parent/guardian who believe a student has been discriminated against based on race, ethnicity, or gender should immediately report the same about Protected

Students may make verbal or written reports about Protected Class discrimination,

sexual harassment, or other forms of discrimination based on a student's race, ethnicity, or gender. Complaints should be made to any District administrator.

Mandatory Staff Reporting for Student Incidents:

Each employee is required to report incidents of alleged student to student and staff to staff incidents to a District administrator.

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Remedial Action:

When the District makes a finding of discrimination, harassment or retaliation of a student, the District

1. eliminate the discriminatory/harassing/retaliatory conduct,
2. prevent its recurrence, and
3. address its effects on the complainant and any other affected individuals.

Examples of appropriate action may include, but are not limited to:

1. In the case of a student respondent, interventions for the individual who engaged in the discrimination/harassment may include, but are not limited to, discipline (including but not limited to suspension and/or expulsion), educational interventions, exclusion from extra-curricular activities and/or sports programs, and/or referral to appropriate state or local agencies;
2. In the case of an employee respondent, interventions for the individual who engaged in the discrimination/harassment may include, but are not limited to, supervisor notification, discipline

- (including possible termination of employment), training, and/or referral to appropriate state or local agencies;
3. In the case of respondent who is otherwise associated with the school community, interventions for the individual who engaged in the discrimination/harassment may include, but are not limited to, exclusion from school property and/or activities and/or referral to appropriate state or local agencies;
 4. Follow-up inquiries with the complainant and witnesses to ensure that the discriminatory/harassing conduct has stopped and that they have not experienced any retaliation;
 5. Supports for the complainant; and
 6. Training or other interventions for the larger school community designed to ensure that students, staff, parents, Board members and other individuals within the school community understand the types of behavior that constitute discrimination/harassment, that the District does not tolerate it, and how to report it.

District staff members and administrators will work with students and parents/guardians to take steps designed to prevent acts of discrimination, harass students and parents.

Reporting to State and Federal Agencies:

In addition to reporting to the Board, any student and/or parent/guardian also may file a complaint with the following agencies:
Office for Civil Rights, U.S. Department of Education (“OCR”):

Office for Civil Rights, Washington DC Office
U.S. Department of Education
400 Maryland Avenue, SW
Washington, DC 20202-1475
202 453-6020)

<http://www2.ed.gov/about/offices/list/ocr/docs/howto.html>

Connecticut Commission on Human Rights and Opportunities:

Connecticut Commission on Human Rights and Opportunities
450 Columbus Blvd.
Hartford, CT 06103-1835
(860-541-3400 or Connecticut Toll Free Number 1-800-477-5737)

Questions/Requests for Accommodation:

Any parent, student, staff member, Board member or community member who:

1. has questions or concerns about this policy or its accompanying regulations;
 2. wishes to request or discuss accommodations for a student based on religion;
- may contact:

~~The Office of Multilingual Education, Telephone (203) 630-4088 Meriden Public Schools, 22~~

~~Any parent, student, staff member, Board member or community member who has questions or~~

~~The Office of Multilingual Education, Telephone (203) 630-4088 Meriden Public Schools, 22~~

Any parent, student, staff member, Board member or community member who:

1. has specific questions or concerns about the Board’s policies regarding discrimination on the basis of disability applicable to students; OR
2. wishes to request an accommodation for a student on the basis of disability may contact the District’s Section 504/ADA Coordinator:

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.
- Boy Scouts of America Equal Access Act, 20 U.S.C. § 7905
- 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 § 1-1n, "Gender Identity or Expression" defined
- Connecticut General Statutes § 10-15c
- Connecticut General Statutes § 27-103
- Connecticut General Statutes § 46a-51, Definitions
- Connecticut General Statutes § 46a-58, Deprivation of rights
- Connecticut General Statutes § 46b-1, Family relations matters and domestic violence
- Public Act No. 25-139, "An Act Concerning Human Trafficking and Sexual Assault Victims"

- Approved: April 28, 1981
- Amended: December 18, 2018
- Amended: November 19, 2019
- Amended: April 20, 2021
- Amended: March 17, 2026

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