

Civil Rights Training

Douglas Public Schools



Federal Laws

Title IX of the Education Amendments of 1972

- Prohibits discrimination and harassment on the basis of sex (including sexual orientation and gender identity)

Title VI of the Civil Rights Act of 1964

- Prohibits discrimination and harassment on the basis of race, color, national origin (including religion)

Section 504 of the Rehabilitation Act of 1973

- Prohibits discrimination and harassment on the basis of disability

Title II of the Americans with Disabilities Act

- Prohibits discrimination on the basis of disability

The Individuals with Disabilities Education Act

- Requires school districts to provide eligible students with disabilities a free appropriate public education

The Age Discrimination Act

- Prohibits discrimination based on age

State Laws and Regulations

M.G.L. c. 76, § 5

Prohibits discrimination in all public schools on the basis of race, color, gender, gender identity, national origin, religion, and sexual orientation.

M.G.L. c. 151C

Prohibits sexual harassment/gender identity – education

M.G.L. c. 119, § 51A

Reporting abuse

M.G.L. c. 71B

State special education statute 603 CMR 28.00

Non-Discrimination Policy

The Douglas Public Schools, in accordance with federal and state laws, prohibits discrimination in its operations and provide equal employment and educational opportunities to all persons regardless of race, color, gender, religion, marital status, pregnancy, homelessness, age, sexual orientation, gender identity, national origin or disability. MSRD complies with all applicable State and Federal Laws, including but not limited to: Title VI; Title VII; Title IX; Americans with Disabilities Act; Age Discrimination in Employment Act; Pregnancy Discrimination Act; Section 504 of the Rehabilitation Act of 1973; Boy Scouts of America Equal Access Act; and Massachusetts General Laws, c. 151C, c. 76, § 5, and c. 71B

Title IX

Title IX prohibits discrimination on the basis of sex in any school or program receiving federal funds.

“No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving federal financial assistance.”

Note: This includes sexual orientation and gender identity.

What is a Title IX Violation?

Excluding any student from participating in, or accessing the benefits of, any program or activity receiving federal funds on the basis of gender.

What is a Title IX Violation?

Sexual Harassment:

- Sexual harassment by a school employee.
- Failing to respond appropriately to instances of student on student sexual harassment

What is sexual harassment?

Unwelcome sexual advances; requests for sexual favors; or other verbal or physical conduct of a sexual nature may constitute sexual harassment where submission to such conduct is made either explicitly or implicitly a term or condition of a person's employment or educational development.

Such conduct has the purpose or effect of unreasonably interfering with an individual's work or educational performance or creating an intimidating, hostile, or offensive working or educational environment.

M.G.L. c. 76, § 5

Prohibits discrimination in public schools on the basis of race, color, sex, national origin, religion, sexual orientation and/or gender identity

M.G.L. c. 151C

Prohibits gender discrimination, gender identity discrimination and sexual harassment in public educational facilities.

Douglas Public Schools-Title IX Compliance Officer

If someone has a complaint or feels that they have been discriminated against because of their race, color, sex, religion, national origin, sexual orientation or disability, their complaint should be registered with the Title IX coordinator.

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