

NON-DISCRIMINATION IN EDUCATION

POLICY 5116.1 NON-DISCRIMINATION (Students)

The Board of Education complies with all applicable federal, state and local laws prohibiting the exclusion of any person from any of its educational programs or activities because of race, creed, color, national origin, sex, sexual orientation, gender identity or expression, marital status, age or disability, subject to the conditions and limitations established by law.

POLICY 4201.6 NON-DISCRIMINATION (Employment)

The Board of Education will not make employment decisions (including decisions related to hiring, assignment, compensation, promotion, demotion, disciplinary action and termination) on the basis of race, color, religion, age, sex, marital status, sexual orientation, gender identity or expression, national origin, ancestry, disability or genetic information, except in the case of a bona fide occupational qualification. For the purposes of this policy, "genetic information" means the information about genes, gene products, or inherited characteristics that may derive from an individual or a family member.

SIMSBURY PUBLIC SCHOOLS COMPLIANCE OFFICERS:

Questions concerning Title IX compliance should be directed to:
Neil Sullivan, Director of Personnel
(860) 651-3361; nsullivan@simsbury.k12.ct.us

Questions concerning 504 compliance should be directed to:
Erin Murray, Asst. Superintendent for Teaching & Learning
(860) 651-3361; emurray@simsbury.k12.ct.us

GRIEVANCE PROCEDURE:

The Simsbury Board of Education has designated Neil Sullivan, Director of Personnel, as the compliance officer. The office is located at 933 Hopmeadow Street, Simsbury, CT 06070, and the telephone number is 860-651-3361. Email: nsullivan@simsbury.k12.ct.us

Each school has a person or persons who shall act as compliance coordinators. Their names are posted in the building and can be acquired by contacting the school secretary. It is the function of the coordinator to address questions/issues concerning compliance. In the event a person has raised a concern and is not satisfied with the coordinator's response, he/she has the right, within five working days of the coordinator's response, to file a written complaint with the building principal. The principal, upon reviewing the complaint, will render a written decision within ten working days. If not satisfied with the principal's decision, the complainant may, within five working days, refer the complaint in writing to the Director of Personnel who will review the case and render a decision within ten working days. Within five working days of this decision, the complainant may appeal, in writing, to the superintendent.