

DO YOU KNOW YOUR CIVIL RIGHTS?

NOTICE OF RIGHT TO BE FREE OF DISCRIMINATION, DISCRIMINATORY HARASSMENT, SEXUAL HARASSMENT AND RETALIATION

Consistent with applicable law, the **Public Schools of Brookline (PSB)** prohibits all forms of harassment, discrimination and hate crimes based on a person's protected class, such as race, ethnicity, color, religion, national origin, sex, sexual orientation, gender identity or expression, disability, age, genetic information, or military/veteran's status in any of its programs, services and activities. The laws prohibiting discrimination include, but are not limited to, limited to, Titles VI and VII of the Civil Rights Act of 1964), Title IX of the Education Amendments of 1972, Title II of the Americans with Disabilities Acts (ADA), Section 504 of the Rehabilitation Act of 1973, the Age Discrimination in Employment Act of 1967, and the Age Discrimination Act of 1975, and the Uniformed Services and Reemployment Rights Act (USERRA). The PSB's anti-discrimination policies are found at Sections G(6) and J(6) of the PSB's Policy Manual (available at www.brookline.k12.ma.us).

As part of its policies against discrimination, the PSB prohibits harassment or bullying based on protected class. It also prohibits sexual harassment.

No person will be retaliated against for complaining of, reporting, or opposing acts of discrimination, discriminatory harassment, sexual harassment or retaliation, or for participating in an investigation into or proceeding relating to alleged discrimination, discriminatory harassment, sexual harassment or retaliation.

Further information about this policy and the grievance procedure under it is available in the School Committee's Policy Manual and in the Brookline High School Handbook.

HOW TO MAKE A COMPLAINT OR FILE A REPORT:

The PSB's Districtwide Coordinator(s) may be contacted with questions about the applicable laws or PSB policies or about the PSB's complaint procedure. They are:

For students:

Samuel Zimmerman
Deputy Superintendent for Student Services
333 Washington St., 5th Floor
Brookline, MA 02445
617.730.2447
samuel_zimmerman@psbma.org

For staff and other adults:

Lisa Richardson
Human Resources Director
333 Washington St., 5th Floor
Brookline, MA 02445
617.713.2410
lisa_richardson@psbma.org

The Brookline High School Coordinators under this policy may be contacted with questions about the policy or grievance procedure or to make a complaint. The BHS coordinators are:

Dean Butchart	email: scott_butchart@psbma.org	phone: 617.713.5207	and
Dean Redding	email: lisa_redding@psbma.org	phone: 617.713.5038	

Inquiries/complaints may also be directed to the relevant outside federal or state agency, which may include the United States Department Office for Civil Rights, 5 Post Office Square, Boston, MA 02109-3921 (617) 289-0111, TTY (800) 877-8339, OCR.Boston@ed.gov (www2.ed.gov/ocr)

Willfully filing a false complaint is strictly prohibited.