



AVON PUBLIC SCHOOLS

NON-DISCRIMINATION

The Avon Board of Education prohibits any form of discrimination or harassment on the basis of race, religion, color, national origin, sex, sexual orientation, marital status, age, disability (including pregnancy), genetic information, veteran status, gender identity or expression, or any other basis prohibited by state or federal law.

Any employee or student wishing to file a complaint regarding discrimination may obtain a copy of the Board's complaint procedures and complaint form which are included in the Board's Administrative Regulations Regarding Non-Discrimination/Personnel. These regulations accompany Board Policy [4118.11/4218.11/5145.4](#) and are available online at <http://www.avon.k12.ct.us/district/board-of-education/pages/policies> or upon request from the main office of any district school.

If a complaint involves allegations of discrimination or harassment based on reasons such as gender/sex or disability, such complaints will be handled under other appropriate policies (e.g., [Board Policy 4000.1/4200.1/5145.5 Sexual Harassment](#); [Board Policy 5145, Section 504](#)).

The district **Title IX Coordinators** are:

Avon High School: Catherine Sosnowski or Peter Ettlinger	(860) 404-4740
Avon Middle School: James Pappa or Cara Boland	(860) 404-4770
Thompson Brook School: William Boudreau or Sara Chaves	(860) 404-4870
Pine Grove School: Amy Borio or Todd Markham	(860) 404-4790
Roaring Brook School: Lawrence Sparks or Lisa Schwoerke	(860) 404-4810
Central Office: Donna Nestler-Rusack or Robert Vojtek	(860) 404-4700

Anyone who has questions or concerns about the Board's policies regarding discrimination on the basis of disability may contact the **Section 504/ADA Coordinator**:

Kim Mearman (860) 404-4700

Any employee also may file a complaint with the Office for Civil Rights, U.S. Department of Education:

Office for Civil Rights, Boston Office (617) 289-0111

U.S. Department of Education

8th Floor

5 Post Office Square

Boston, MA 02109-3921

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

Employees may also file a complaint regarding employment discrimination with the Equal Employment Opportunity Commission:

Equal Employment Opportunity Commission, Boston Area Office (800) 669-4000

John F. Kennedy Federal Building

475 Government Center

Boston, MA 02203

Employees may also file a complaint with the Connecticut Commission on Human Rights and Opportunities:

Connecticut Commission on Human Rights and Opportunities (800) 477-5737

450 Columbus Blvd.

Hartford, CT 06103-1835