

## **Students**

### **Nondiscrimination**

This school system pledges to avoid discriminatory actions and seeks to foster good human and educational relations which will help to maintain:

1. equal right and opportunities for all students in the school community;
2. equal opportunity for all students to participate in the total school program of the schools;
3. continual study and development of curricula toward improving human relations and understanding and appreciating cultural differences;
4. training opportunities for improving staff ability and responsiveness to educational and social needs of students;
5. opportunities in educational programs which are broadly available to all students with access not solely based upon race, color, religious creed, age, marital status, national origin, sex, sexual orientation, handicap or physical disability;
6. an appropriate learning environment for all students which includes (a) adequate instructional books, supplies, materials, equipment, staffing, facilities and technology, (b) equitable allocation of resources among district schools and (c) a safe school setting.

Each student, at the time he/she becomes eligible for participation, will be advised of his/her right to equal access under Rehabilitation Act of 1973, Section 504 to participate in school programs without discrimination on account of age, race, color, sex, sexual orientation, gender identity or expression, religion or national origin, marital status or physical disability.

The Superintendent of Schools or his/her designee shall develop regulations for hearing student grievances.

The Avon Board of Education designates the Superintendent of Schools or his/her designee as the school system's nondiscrimination Compliance Officer and will publicize the name, office address, and business telephone number of the designee. Inquiries about the enforcement of this nondiscrimination policy can be directed to the Compliance Officer, or to the Director of the Office of Civil Rights, Washington, D.C.

## Students

### Nondiscrimination

Legal Reference: Connecticut General Statutes  
Section 504 and the Federal Vocational Rehabilitation Act of 1973, 20 U.S.C. 706 (7)(b).  
10-15c Discrimination in public school prohibited. (as amended by PA 11-55 to include gender identity or expression)  
10-18a Contents of textbooks and other general instructional materials. 10-226a Pupils of racial minorities.  
10-145a(b) Certificates of qualification for teachers; Inter-group relations programs.  
10-220 Duties of boards of education, as amended by PA 97-290, An Act Enhancing Educational Choices and Opportunities.  
Title IX of the Education Amendments of 1972, 20 U.S.C., 1681 et seq. Section 504, U.S. Rehabilitation Act, 1973, 29 U.S. C. 791  
10-153 Discrimination on account of marital status 46a-60 Discriminatory employment practices prohibited Federal Law  
Title VII of the Civil Rights Act 1964  
Section 504 and the Federal Vocational Rehabilitation Act of 1973, 20 U.S.C. 706 American Disability Act of 1989  
*Chalk v. The United States District Court of Central California* Title IX of the Education Amendments of 1972  
Civil Rights Act of 1987

Policy adopted: September 28, 2015

AVON PUBLIC SCHOOLS  
Avon, Connecticut