



Windham Public Schools
2017-2018 School Year

Non-Discrimination Disclosure

In compliance with Title IX of the Education Amendments of 1972, Section 504 of the Rehabilitation Act of 1973, Title VI and VII of the Civil Rights Act of 1964, the Americans with Disabilities Act, and other federal, state and local laws, the Windham Public Schools district is committed to ensuring equal employment, educational opportunity and equal access to services, activities and programs without regard to an individual's race, color, national origin, sex, religion, age, disability, gender, gender identity or sexual orientation and will provide equal access to the Boy Scouts of America and other designated youth groups.

Employees, students, or other members of the school community may not be subjected to discrimination or harassment that is prohibited by law. The Windham Public Schools offers a host of vocational courses including cooperative work experience, technology, journalism and child development. Enrollment in all vocational courses is accessible to all students through the regular course selection process without discrimination.

Federal civil rights laws prohibit discrimination against an individual because he/she has opposed any discriminatory act or practice. The laws further prohibit coercion, intimidation, threatening, or interference with such an individual.

The Board of Education and the District will adopt and publish grievance procedures providing prompt and equitable resolution of student and employee complaints. **All complaints of discrimination or harassment should be promptly reported to the Title IX Coordinator or 504 Coordinator at the school or directly to the district Title IX Coordinator or 504 Coordinator.** The following people have been designated to handle inquiries regarding the non-discrimination policies:

Alan Cox, Principal
C H Barrows STEM Academy
860-465-2610

Kristin Spear, Social Worker
Section 504 School Coordinator
C H Barrows STEM Academy
860-465-2610

Section 504 Coordinator
Miguel Pabon
Director of Pupil Services
322 Prospect St, Willimantic, CT 06266
860-465 2531.

District Title IX Coordinator for Student Complaints
Miguel Pabon
Director of Pupil Services
322 Prospect St, Willimantic, CT 06266
860-465 2531.

District Title IX Coordinator for Adults
Jeralynn Beghetto
Director of Human Resources

(Policy revision pending approval of the Board of Education)

Discrimination Complaint Procedure

Any student, employee, or citizen complaint alleging discrimination shall receive prompt and equitable attention according to the following guidelines:

1. The complainant shall discuss the alleged discriminatory act or practice with the Principal or Assistant Principal of the school or administrator responsible for the program or operation in which the alleged discriminatory act occurred. The administrator will direct the school's Title IX Coordinator to investigate the complaint. The Title IX Coordinator and the Principal, Assistant Principal, or administrator shall respond to the complainant within ten (10) calendar days.
2. If the complainant is not satisfied with the response, he/she may submit a written complaint form to the District Title IX Coordinator within ten (10) calendar days after receiving the response. The District Title IX Coordinator shall respond in writing to the complainant within twenty (20) calendar days after the written appeal is received.
3. If the complainant is not satisfied with the District Title IX Coordinator's response, he/she may submit a written appeal to the Superintendent of Schools within fifteen (15) calendar days after receiving the coordinator's written response. The Superintendent shall respond, in writing, with twenty (20) calendar days after the written appeal is received.
4. If the complainant is not satisfied with the Superintendent's response, he/she may submit a written appeal for a hearing to the Board of Education within fifteen (15) calendar days after receiving the Superintendent's written response.
5. The Board of Education shall schedule a hearing within thirty (30) calendar days following receipt of the appeal and inform all parties involved of the date, time and place of the hearing. The complainant shall have the right to counsel or other representation and to present witnesses. The Board, or a committee appointed by the Board to hear such complaints, shall hear all aspects of the appeal and respond in writing to the complainant within thirty (30) calendar days after the hearing.

For further information regarding the non-discrimination and harassment policies and procedures of the Windham Public Schools use the policy links below which can be found on the district website. Complaint forms in both Spanish and English can also be found on the district website.

(Revision pending approval of the Board of Education)

Policies Links

- 4118.11
- 4118.12
- 4118.112
- 4118.113

4218.12

4218.112

4218.113