

SCHOOL COMMITTEE POLICY

Policy #50

CIVIL RIGHTS POLICY

This Civil Rights Policy is a formal statement of the long-standing commitment of Medway Public Schools to uphold civil rights and to encourage multi-racial and multicultural respect, appreciation and harmony. The Tolerance Acceptance Committee, composed of community members, parents, students, clergy and police, played an important role in developing this policy.

In addition to the procedures for filing claims and the requirements for reporting violations provided in this policy, students, employees and members of the community are encouraged to share with the administration any concerns about civil rights violations in Medway Public Schools.

Commitment to Multicultural Understanding

Medway Public Schools is committed to:

promoting multicultural understanding, appreciation and harmony to ensure that no student is denied access to any educational program or other activity in Medway Public Schools for reason of race, color, ethnic background, national origin, religion, sexual orientation, gender identity, disability, economic status or gender; and to:

complying with all applicable state and federal laws, including state and federal civil rights and anti-discrimination laws relating to the employment practices, educational programs and all other activities of Medway Public Schools.

Standards of Conduct

Students and employees of Medway Public Schools shall not at any time do or say anything that would in any way tend to harass, degrade, demean, abuse, insult or cast aspersions on the race, color, ethnic background, national origin, religion, sexual orientation, gender identity, disability, economic status or gender of any individual or group, or otherwise engage in racist or any other unlawful discriminatory behavior.

In interpreting and applying this Civil Rights Policy, Medway Public Schools does not intend to interfere with the rights of students, teachers, and other members of the Medway Public Schools community to engage in freedom of expression protected by law.

IMPLEMENTATION AND ENFORCEMENT

Complaint Procedures

1. Any employee, parent/guardian or student of Medway Public Schools may file a complaint alleging violations of this Civil Rights Policy.

2. Complaints shall be filed and resolved in accordance with the following procedures:

- a. Complaints are to be in writing and signed. They are to be submitted to the Building Principal, Assistant Principal, Assistant Superintendent or the Superintendent of Schools. Please see Attachment A of this document for a list of names and phone numbers.

The above people are also available to discuss any concerns an individual may have and to provide information about the district's policy on civil rights and the complaint process.

- b. Within five (5) school days after the receipt of the written complaint, an investigation shall be conducted.

- c. Upon receipt of the investigation results, the Building Principal, Assistant Principal, Assistant Superintendent, or Superintendent will determine if there has been a violation of this Civil Rights Policy.

The Superintendent of Schools or his or her designee serves as the district's Civil Rights Coordinator and oversees the implementation and enforcement of the Civil Rights Policy.

Action With Respect to Violations

If a violation is determined to have occurred, the Principal, Assistant Principal, or Superintendent shall, subject to all applicable provisions of law, collective bargaining agreements or student handbook, take such action as he/she may deem appropriate.

First Offense, Student:

The following actions may be taken:

1. Minimum of three (3) office detentions. Twenty (20) demerits (in the case of a middle school or high school student).

2. Up to ten (10) days suspension from school, waived if the parties agree to participate in mediation.
3. Volunteer participation in mediation.
4. Referral to police/courts for prosecution under state and federal laws.
5. Referral for further action to Superintendent of Schools.

Second Offense, Student:

1. Twenty-five (25) day suspension from school.
2. Referral for further action to Superintendent and possible school expulsion.
3. Referral to police/courts for prosecution under state and federal laws.

School Personnel Disciplinary Action:

If it is determined that inappropriate conduct has been committed by a school district employee, such action will be taken as is appropriate under the circumstances. Such action may range from counseling to termination of employment, and may include such other forms of disciplinary action as deemed appropriate under the circumstances.

State and Federal Remedies

In addition to the above, if a student or employee believes he/she has been subjected to civil rights violations, he/she may file a formal complaint with the governmental agencies set forth below. Using the complaint process does not prohibit an individual from filing a complaint with these agencies. The agencies may have a short period for filing a claim (EEOC: 180 days; MCAD: 6 months).

Students:

**U.S. Department of Education
Office for Civil Rights
33 Arch Street
Boston, MA 02109
617-289-0111**

Massachusetts Commission Against Discrimination

**Boston Office:
One Ashburton Place
Sixth Floor
Boston, MA 02108
617-994-6000**

**Springfield Office:
436 Dwight Street
Second Floor
Springfield, MA 01103
413-739-2145**

Employees:

**U.S. Department of Education
Office for Civil Rights
33 Arch Street
Boston, MA 02109
617-289-0111**

**United States Equal Opportunity Commission
475 Government Center
Boston, MA 02203
800-669-4000**

Massachusetts Commission Against Discrimination

**Boston Office:
One Ashburton Place
Sixth Floor
Boston, MA 02108
617-994-6000**

**Springfield Office:
436 Dwight Street
Second Floor
Springfield, MA 01103
413-739-2145**

First Reading: **October 28, 1998**

Approved: **November 12, 1998**

Revised: **October 18, 2007**

Revised: **October 4, 2012**

Revised: **August 4, 2016**

ATTACHMENT A

John Murray, High School Principal	508-533-3227
David List, High School Dean	508-533-3227
Dorothy Pearl, High School Dean	508-533-3227
Craig Juelis, Middle School Principal	508-533-7654
Brian Menna, Middle School Assistant Principal	508-533-7654
Amanda Luizzi, Burke/Memorial School Principal	508-533-3266
John Kelley, Burke/Memorial School Assistant Principal	508-533-3266
Amy McDonald, McGovern School Principal	508-533-3243
Kathleen Bernklow, Director of Student Services	508-533-3229
Gabrielle Abrams, Assistant Superintendent	508-533-3222
Dr. Armand Pires, Superintendent of Schools	508-533-3222