



## **PUBLIC NOTICE PROTECTIVE REGULATIONS**

**The Framingham Public Schools does not discriminate based on race, color, age, gender, sexual orientation, religion, ethnic or national origin, disability, veteran's status or any other status protected by law. Grievance Procedures for the district can be found on the Framingham Public Schools website: <http://www.framingham.k12.ma.us>**

**As related to disabilities, the District complies with the following two Federal Civil Rights Laws:**

### **AMERICANS WITH DISABILITIES ACT**

Program applicants, participants, members of the general public, employees, job applicants and others are entitled to participate in and benefit from all Framingham Public Schools' programs, activities, and services without regard to disability.

Copies of this notice are available, upon request, in alternative print formats (large print, audio tape, Braille, computer disk, etc.) Our grievance procedure, self-evaluation, as well as ADA policies, practices and procedures are also available. Inquiries, requests, and complaints should be directed to: Dr. Steven Hiersche, Superintendent of Schools, ADA Coordinator, 31 Flag Drive, Framingham, MA 01702, 508-626-9117 (Voice), 508-626-9119 (Fax) and 508-626-9126 (TTY).

### **SECTION 504 OF THE REHABILITATION ACT OF 1973**

The Framingham Public Schools complies with Section 504 of the Rehabilitation Act of 1973 which protects the rights of individuals with disabilities in programs and activities that receive federal funding. Section 504 regulations require the provision of free and appropriate public education to eligible students, reasonable accommodations and procedural safeguards. Grievance procedures are available upon request. Inquiries concerning the application of Section 504 may be referred to: Ms. Judith Styer, BA, BSN, NCSN, 504 Coordinator, 29 Upper Joclyn Avenue, Framingham, MA 01701, 508-626-9197, or to the Office for Civil Rights, Department of Health, Education and Welfare, Washington, D.C. 20201.

**The Framingham Public Schools also complies with the following State and Federal Statutes and School Committee Policy:**

**CHAPTER 622 OF MASSACHUSETTS GENERAL LAWS AND TITLE IX OF THE FEDERAL EDUCATION AMENDMENTS OF 1972**

**Regulations governing the application of Chapter 622** of the Massachusetts General Laws, Acts of 1971, were issued in June of 1975. Chapter 622 specifies “No person shall be excluded from or discriminated against in admission to a public school of any town, or in obtaining the advantages, privileges, and courses of study in such public school on account of race, color, sex, religion, national origin, or sexual orientation.” These regulations focus on the services, programs and opportunities offered to students.

The Chapter 622 Regulations address five areas of school policy: school admissions, admission to courses of study, guidance, course content, and extra curricular and athletic activities.

Title IX of the Educational Amendments of 1972 became effective in July of 1975 and is concerned only with discrimination on account of sex, while extending protection against sex discrimination to the employment practices of a school or school district. Title IX states that “No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under an education program or activity receiving federal assistance.” Title IX rules and regulations require education institutions receiving federal assistance to adopt a notification policy concerning Title IX.

A copy of this policy and/or any regulations or inquiries regarding Title IX or Chapter 622 may be obtained by contacting Dr. Steven Hiersche, Superintendent of Schools & Title IX Coordinator for the Framingham Public Schools, 31 Flagg Drive, Framingham, MA 01702, 508-626-9117.

**SEXUAL HARASSMENT AND UNLAWFUL DISCRIMINATION POLICY**

It is the policy of the School Committee to maintain a work and education environment in the Framingham Public Schools that is free of sexual harassment and of discriminatory actions based on race, color, age, gender, sexual orientation, religion, ethnic or national origin, disability, veteran’s status, or any other status protected by law. Unlawful employment discrimination and sexual harassment by employees or students will not be tolerated.

Any concern related to the implementation of this policy (or a request for a copy of the full policy) may be addressed directly to the building Principal, or to the Superintendent of Schools (508-626-9117). The Boston Office of the Massachusetts Commission Against Discrimination is located at One Ashburton Place, Boston, MA 02108.