

Civil Rights Laws and District Coordinators

Title VI of the Civil Rights Act of 1964

Coordinator: Director of Student Services, 978-355-4668 Ext. 8516

Statute prohibits discrimination on the grounds of race, sex, sexual orientation, sexual identity, color or national origin by recipients of federal financial assistance. This statute ensures that individuals are not excluded from participation in program or activities receiving federal funds (or the benefits of) on account of their membership in one of these protected categories (42 USC S2000d). This statute has been interpreted to prohibit the denial of equal access to education because of a language minority student's limited proficiency in English. [Civil Rights Grievance Procedure](#)

Title IX of the Education Amendments of 1972

Coordinator: Human Resources Manager, 978-355-4668 Ext. 8505

Title IX of the Education Amendments of 1972 provides that no individual may be discriminated against on the basis of sex, sexual orientation, sexual identity in any education program or activity receiving federal financial assistance. Title IX requires that schools adopt and publish a policy against sex discrimination and have grievance procedures through which students can complain of alleged sex discrimination, including sexual harassment. State law requires Massachusetts employers to have a policy against sexual harassment (MGL Ch.151B, S3A). [Sexual Harassment Grievance Procedure](#)

Section 504 of the Rehabilitation Act of 1973

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Section 504 provides that no otherwise qualified individual with a disability shall solely by reason of his/her disability, be excluded from the participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving federal financial assistance. The regulations implementing Section 504 require that the public schools provide a free appropriate public education to each qualified handicapped person who is in the recipient's jurisdiction, regardless of the nature or severity of the person's handicap. (34 CFR 104.33)

American with Disabilities Act of 1990

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The regulations implementing the ADA provide that: "A public entity that employs 50 or more persons shall designate at least one employee to coordinate its efforts to comply with and carry out its responsibilities under this part, including any investigation of any complaint communicated to it alleging

its noncompliance with this part or alleging any actions that would be prohibited by this part. The public entity must make available to all interested individuals the name, office address, and telephone number of the employee or employees designated pursuant to this paragraph” (34 CFR 35.107(a).

Equal Educational Opportunities Act of 1974

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This federal statute prohibits states from denying equal educational opportunities to an individual based on certain protected classifications including national origin. It specifically prohibits denying equal educational opportunities by failing to take appropriate action to overcome language barriers that impede equal participation by its students in its instructional programs (20 USC S1203(f))