



Attention Students, Parents, Faculty, and Staff: Griswold Public Schools Non-Discrimination Policy

The Griswold Board of Education, in compliance with federal and state law, affirms its policy of equal educational opportunity for all students and equal employment opportunity for all persons. It is the policy of the District to provide equal opportunity for all students to achieve their maximum potential through the programs offered in all District schools regardless of race, color, age, creed, religion, gender, gender identity or expression, sexual orientation, ancestry, national origin, or disability. The District shall provide to all students without discrimination, course offerings, counseling, assistance, employment, athletics and extracurricular activities. The District shall make reasonable accommodations for identified physical and mental impairments that constitute disabilities, consistent with federal and state statutes and regulations.

Reporting Complaints of Sexual Harassment

It is the policy of the Board of Education that any form of sexual harassment is forbidden whether by students, supervisory or non-supervisory personnel, individuals under contract, or volunteers subject to the control of the Board. Students are expected and required to adhere to a standard of conduct that is respectful and courteous to employees, to fellow students, and to the public.

Sexual harassment is defined as unwelcome conduct of a sexual nature, whether verbal or physical, including, but not limited to: insulting or degrading sexual remarks or conduct; threats or suggestions that a individual's submission to or rejection of unwelcome conduct will in any way influence a decision regarding that student or person's employment; or conduct of a sexual nature which substantially interferes with the student's learning or person's employment, or creates an intimidating, hostile, or offensive educational or work environment.

Students and parents may file written complaints concerning issues of harassment. A copy of the grievance procedure is available from the Principal.

Reports forms for discrimination, bullying, and harassment are available from the Building Principal.

Anonymous reports are accepted.

Reports can also be submitted to the Griswold Public Schools' District Civil Rights Compliance Officer and Title IX Coordinator, Mrs. Susan Rourke, Director of Curriculum (860) 376-7600

In accordance with Federal law and U.S. Department of Agriculture policy, this institution is prohibited from discriminating on the basis of race, color, national origin, sex, age, or disability. (Not all prohibited bases apply to all programs.)

To file a complaint of discrimination, write Office of Civil Rights, US Department of Education, 8th Floor, 5 Post Office Square, Boston, MA 02109-3921

Reporting Complaints of Bullying-Harassment

"Bullying" is defined as:(A) the repeated use by one or more students of a written, oral or electronic communication, such as cyberbullying, directed at or referring to another student attending school in the same school district, or (B) a physical act or gesture by one or more students repeatedly directed at another student attending school in the same school district, that: (i) Causes physical or emotional harm to such student or damage to such student's property, (ii) places such student in reasonable fear of harm to himself or herself, or of damage to his or her property, (iii) creates a hostile environment at school for such student, (iv) infringes on the rights of such student at school, or (v) substantially disrupts the education process or the orderly operation of a school.

Bullying shall include, but not be limited to, a written, oral or electronic communication or physical act or gesture based on any actual or perceived differentiating characteristic, such as race, color, religion, ancestry, national origin, gender, sexual orientation, gender identity or expression, socioeconomic status, academic status, physical appearance, or mental, physical, developmental or sensory disability, or by association with an individual or group who has or is perceived to have one or more of such characteristics.

Cyber-bullying includes any act of bullying through the use of the Internet, interactive and digital technologies, cellular mobile telephone or other mobile electronic devices, or any electronic communications.

De acuerdo a lo establecido por las leyes Federales y el Departamento de Agricultura de los EE.UU. (USDA, siglas en inglés), se prohíbe a este organismo la discriminación por raza, color, origen nacional, sexo, edad, o impedimentos de las personas. (No todas las bases de prohibición se aplican a todos los programas.)

Para presentar una queja sobre discriminación, escriba a Office of Civil Rights, US Department of Education, 8th Floor, 5 Post Office Square, Boston, MA 02109-3921

