

Equal Opportunity and Non-Discrimination

The Belmont Public Schools are committed to equal educational opportunity for all students and equal employment opportunity for all employees. The Belmont Public Schools does not discriminate against students, staff, the general public, or individuals with whom it does business.

No child shall be excluded from or discriminated against in admission to, or in obtaining the advantages, privileges and course of study of, the Belmont Public Schools, on account of race, color, sex, religion, national origin, sexual orientation, gender identity, genetic information, gender expression, active military or veteran status, age (other than with respect to students), ancestry, disability or any other protected category as defined by state or federal law. Every student will be given equal opportunity in school admission, admissions to courses, course content, guidance services, and extracurricular and athletic activities.

The Belmont Public Schools shall ensure that all personnel activities including recruitment, employment, training, compensation, benefits and all Belmont Public Schools conditions of employment are administered according to equal opportunity principles and operate to eliminate practices that may result in inequities.

The Superintendent shall ensure the development of procedures to implement this policy that comply with all federal and state law and regulations including the appointment of compliance officer(s) and adoption and publication of grievance procedures providing for prompt and equitable resolution of complaints.

REFERENCES: Title VI, Civil Rights Act of 1964
 Title VII, Civil Rights Act of 1964;
 42 USC 2000e Equal Pay Act, as amended
 Title IX, Education Amendments of 1972; 20 USC 1681
 34 CRF Part 106
 Individuals with Disabilities Education Act: 20 USC 1400-1487
 34 CFR Part 300
 Section 504 of the Rehabilitation Act of 1973; 29 USC 794
 34 CFR Part 104
 MGL c. 4:7
 MGL 71B: Children with Special Needs
 603 CMR 28
 M.G.L. 76:5, 2 Access To Equal Educational Opportunity
 603 CMR 26:00