**IHAMA-PARENTAL NOTIFICATION RELATIVE TO SEX EDUCATION**

In accordance with General Laws Chapter 71, Section 32A, the Northbridge School Committee has adopted this policy on the rights of parents and guardians of our students in relation to curriculum that primarily involves human sexual education or human sexuality issues.

At the beginning of each school year, all parents/guardians of students in our schools will be notified in writing of the courses and curriculum we offer that primarily involve human sexual or human sexuality issues. The Superintendent of Schools will determine the administrator(s) responsible for sending the notice(s). Parents/guardians of students who enroll in school after the start of the school year will be given the written notice at the time of enrollment. If planned curricula change during the school year, to the extent practicable, parents/guardians will be notified of this fact in a timely manner before implementation.

Each such notice to parents/guardians will include a brief description of the curriculum covered by this policy, and will inform parents/guardians that they may:

1. Exempt their child from any portion of the curriculum that primarily involves human sexual education or human sexual issues, without penalty to the student, by sending a letter to the school Principal requesting an exemption. Any student who is exempted by request of the parent/guardian under this policy may be given an alternative assignment.
2. Inspect and review program instruction materials for these curricula, which will be made reasonably accessible to parents/guardians and others to the extent practicable. Parents/guardians may arrange with the Principal to review the materials at the school and may also review them at other locations that may be determined by the Superintendent of Schools.

A parent/guardian who is dissatisfied with a decision of the Principal concerning notice, access to instructional materials, or exemption for the student under this policy may send a written request to the Superintendent for review of the issue. The Superintendent or designee will review the issue and give the parent/guardian a timely written decision, preferably within two weeks of the request. A parent/guardian who is dissatisfied with the Superintendent’s decision may send a written request to the School Committee for review of the issue. The School Committee will review the issue and give the parent/guardian a timely written decision, preferably within four weeks of the request. A parent/guardian who is still dissatisfied after this process may send a written request to the Commissioner of Education for review of the issue in the dispute.

The Superintendent or his/her designee will distribute a copy of this policy to each Principal by September 1 of each year.

REF.: Dept. of Elementary and Secondary Education

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File: IHAMA-E

**IHAMA-E-SAMPLE NOTICE TO PARENT/GUARDIAN**

[Date]

Dear Parent/Guardian:

Enclosed is an outline of our school’s grade 7 and 8 comprehensive health education curriculum. This program has been developed by our professional staff under the guidance of the community health education advisory council. The overall goal of the course is to continue efforts begun in earlier grades to promote the health and well-being of our students, and to help them make wise and informed decisions during their teen-age years and beyond.

Sex education is part of the health education curriculum in grades 7 and 8, including topics such as puberty; dating; relationships and communication skills; pregnancy; birth control; abortion; homosexuality; prevention of HIV/AIDS and other sexually transmitted diseases; and prevention of sexual abuse. The instructional materials we use for the course include a curriculum package and a video, listed on the enclosed outline. If you would like to review these materials at the school, you are welcome to do so. Please call me to arrange a convenient time.

During the course, students will be able to ask questions, which will be answered factually and in an age- appropriate manner. Each student’s privacy will be respected, and no one will be put on the spot to ask or answer questions or reveal personal information. Material will be presented in a balanced, factual way that makes clear that people may have strong religious and moral beliefs about issues such as birth control and abortion, and that these beliefs must be respected.

Under Massachusetts law and School Committee policy, you may exempt your child from any portion of the curriculum that primarily involves human sexual education or human sexuality issues. To receive an exemption, simply send me a letter requesting an exemption for your child. No student who is exempted from this portion of the curriculum will be penalized. We may provide an alternative assignment to students who are exempted.

We look forward to working with you to ensure that your child has a positive and educationally enriching experience this school year. If you have any questions about sex education or any other matter concerning your child’s education, please call me.

Sincerely,

Principal

[Phone Number]

Enclosure: [course outline; list of curriculum materials for sex education]         [**Home🏠**](https://docs.google.com/document/d/1WLuvCXamouc08EECigtvQSIbCBCXa9RdNxNaOweIdBg/edit#heading=h.kchl5lptdhc9)

**JB-EQUAL EDUCATIONAL OPPORTUNITIES**

In recognition of the diversified characteristics and needs of our students and with the keen desire to be responsive to them, the School Committee will make every effort to protect the dignity of the students as individuals. It also will offer careful consideration and sympathetic understanding of their personal feelings, particularly with reference to their race, creed, sex, gender identity, religion, nationality, and physical and intellectual differences.

To accomplish this, the Committee and its staff will make every effort to comply with the letter and the spirit of the Massachusetts equal educational opportunities law, which prohibits discrimination in public school admissions and programs. The law reads as follows:

No child shall be excluded from or discriminated against in admission to a public school of any town, or in obtaining the advantages, privileges and course of study of such public school on account of race, color, sex, gender identity, religion, national origin or sexual orientation.

This will mean that every student will be given equal opportunity in school admission, admissions to courses, course content, guidance, and extracurricular and athletic activities.

All implementing provisions issued by the Board of Education in compliance with this law will be followed.

LEGAL REFS.: Title VI, Civil Rights Act of 1964

Title VII, Civil Rights Act of 1964, as amended by the Equal Employment Opportunity Act of 1972

Executive Order 11246, as amended by E.O. 11375

Title IX, Education Amendments of 1972

M.G.L. 76:5; 76:16 (Chapter 622 of the Acts of 1971)

BESE regulations 603 CMR 26:00

BESE regulations 603 CMR 28.00

CROSS REFS.: AC, Nondiscrimination and Harassment

Revised: 9/11/12

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### ACAA-NON-DISCRIMINATION ON THE BASIS OF GENDER IDENTITY

The Northbridge Public Schools has a commitment to maintaining an educational environment where bigotry and intolerance, including discrimination on the basis of gender identity, sex, sexual orientation, or gender expression is not tolerated and where any form of intimidation, threat, coercion and/or harassment that insults the dignity of others and interferes with their freedom to learn is unacceptable. Massachusetts General Laws c. 76, section 5 prohibits discrimination on the basis of gender identity against students in the public schools. The Northbridge Public Schools strictly enforces a prohibition against harassment and discrimination, sexual or otherwise, of any of its students by anyone, including any fellow student, teacher, supervisor, staff member, vendor, or other third party. Such conduct is contrary to the mission of the Northbridge Public Schools and its commitment to equal opportunity in education. The school district does not and will not discriminate on the basis of gender identity, sex, sexual orientation, or gender expression in the educational programs and activities of the public schools, and strives to create an environment where all students and staff feel safe, welcome and included.

The Northbridge Public Schools takes allegations of discrimination and harassment seriously and will respond promptly to complaints. Where it is determined that inappropriate conduct has occurred, the Northbridge Public Schools will act promptly to eliminate the conduct and will impose corrective action as necessary. Such action, when appropriate, may include termination of employment or school-related discipline. All of the Northbridge Public Schools' policies regarding non-discrimination, bullying, harassment and equal opportunity are incorporated as if fully set forth herein.

To help create a safe and supportive environment for all students, the school district, consistent with applicable laws and guidance, follows the Massachusetts Department of Elementary and Secondary Education’s “Guidance” regarding Nondiscrimination on the Basis of Gender Identity, as it may be amended from time to time. Northbridge Public Schools adopts the following principles as its Policy:

**1.Definitions**:

These definitions are intended to assist in understanding this Policy. Students may or may not use these terms to describe themselves.

* **Gender Expression**: The manner in which a person represents or expresses gender to others, often through behavior, clothing, hairstyles, activities, voice, or mannerisms.
* **Gender Identity**: A person’s gender-related identity, appearance, or behavior, whether or not that identity, appearance or behavior is different from that traditionally associated with the person’s physiology or assigned sex at birth. Everyone has a gender identity.
* **Transgender**: An umbrella term used to describe a person whose gender identity or expression is different from that traditionally associated with the person’s assigned sex at birth.
* **Preferred Gender Pronouns**: The pronoun a person prefers to have used when referred to in conversation (i.e., a person with traditionally male gender identity likely prefers “he”, “him”, and “his”). Please note that among other choices students may choose to be referred to as “they”, “ze”, or no pronouns.
* **Transition**: The process in which a person goes from living and identifying as one gender to living and identifying as another. Transitions are not linear and may include any combination of physical, social and/or medical processes. Not all transgender people transition or desire to transition in the same way. Most importantly, transitions are inherently private and personal information about a transition should not be discussed unless conversation is initiated and led by the transgender student.
* **Gender Nonconforming:** A term used to describe people whose gender expression differs from traditional or stereotypic expectations. (The terms “gender variant” or “gender atypical” are also used.)

**2. Names/Pronouns**

A student has the right to choose a name and pronoun appropriate to the student's gender identity, regardless of the student's assigned birth sex and name that appears on the student's birth certificate. Schools should accurately record and use the student's chosen name and pronouns that are consistent with the student's gender identity. A court order is not required to update student records to reflect changes in a student's name and gender markers. Schools will work with a student (and the parents/guardians of the student if they are involved), or in the case of a younger student with the student and the student's parents/guardians, to develop a plan for communicating any name and pronoun change within the school. Before communicating with parents or guardians, staff should ascertain from the student whether the parents or guardians are aware of the student’s gender identity and, if not, whether the student has concerns about safety or lack of acceptance.

There are some words that should never be used to describe a transgender person:

* “HeShe”
* “BoyGirl”
* “Hermaphrodite”
* “Tranny”
* “It”
* “Transvestite”

**3.Transitions**

When a student transitions, the school may hold a meeting with the student (and the parents/guardians of the student if they are involved), or in the case of a younger student with the student and the student's parents/guardians, to develop a transition plan to provide a safe and supportive educational environment for the student and to address any concerns that may arise. Before communicating with parents or guardians, staff should ascertain from the student whether the parents or guardians are aware of the student’s gender identity and, if not, whether the student has concerns about safety or lack of acceptance.

**4. Privacy, Confidentiality, and Student Records**

Records with a student's assigned birth name and sex, name change for gender identity purposes, gender transition, medical information related to gender identity or other information of a similar nature, if such records exist, will be maintained in a separate, confidential file with the student’s health record. The school district shall ensure that all information related to a student's gender identity shall be kept confidential in accordance with applicable, federal, state and local privacy laws and regulations. Information that may reveal a student's gender identity to others will not be disclosed unless the school is legally required to do so, or unless the disclosure has been authorized by the student, or in the case of a younger student, by the student's parents/guardians. Schools will consult with a student (and the parents/guardians of the student if they are involved), or in the case of a younger student with the student and the student's parents/guardians, when determining whether any such information should be disclosed, and if so, how much information should be disclosed and to whom. Before communicating with parents or guardians, staff should ascertain from the student whether the parents or guardians are aware of the student’s gender identity and, if not, whether the student has concerns about safety or lack of acceptance.

**5. Accessibility to Restrooms, Locker Rooms and Changing Facilities**

A student shall have the right, but is not required, to access the restrooms, locker rooms and changing facility that correspond to the student's gender identity. Upon the student's request, any student who is uncomfortable using a shared facility, regardless of the reason, shall be provided with a safe and non-stigmatizing alternative. Based upon availability and the appropriateness to address privacy concerns, accommodations that may be offered to a student who desires increased privacy may include, but are not limited, to: (a) use of a nearby private area (such as a gender neutral restroom, gender neutral changing room, nurse's restroom, or a nurse's office); (b) a separate changing schedule, or (c) use of private area within a public area (such as, an area separated by a curtain, or a bathroom or changing stall with a door). Schools will consult with a student (and the parents/guardians of the student if they are involved), or in the case of a younger student with the student's parents/guardians, to ensure accessibility and address any concerns that may arise. Should a transgender student choose to access a restroom, locker room, or changing facility in accordance with this Policy, another student’s discomfort is not a lawful basis for denying the transgender student’s access. Instead, school staff should work with students to address the discomfort and to foster understanding of gender identity.

**6. Physical Education Classes and Athletic Activities**

In those instances where there are gender-segregated classes or activities a student shall be allowed to participate in a manner consistent with the student's gender identity.

**7. Dress Codes**

A student shall be permitted to dress in compliance with the school district's dress code in a manner consistent with the student's gender identity.

**8. Overnight Housing for Field Trips**

Students have the right to be housed according to their gender identity. If a student requires specific accommodations, the student or parent/guardian will contact Administration at the school to make these arrangements.

**9. Other Gender-Based Activities, Rules and Practices**

Schools should review and evaluate any gender-based activities, rules and practices currently being utilized, and replace such gender-based activities, rules and practices with non- gendered alternatives. If there is a clear and sound pedagogical purpose to retain a gender-based activity, rule or practice, a student must be allowed to participate in the activity, rule or practice in a manner consistent with the student’s gender identity.

**10. Education and Training**

The school district shall incorporate training about transgender and gender nonconforming students into its anti-bullying and non-discrimination curriculum, student leadership training and staff professional development in order to promote a safe and supportive environment for all students and staff.

Consistent with this policy and applicable laws and guidance, the Superintendent of Schools shall promulgate administrative procedures to address steps that school staff should take to create a culture where transgender and gender nonconforming students feel safe, supported and fully included. The administrative guidelines should, at a minimum, address the following areas: gender transition, names and pronouns, privacy, confidentiality and student records, gender markers on student records, restrooms, locker rooms and changing facilities, physical education classes, intramural and interscholastic athletic activities, dress codes and other gender-based activities, rules, policies and practices, and education and training.

Approved by Northbridge School Committee 8/23/2016

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**ACAB-BULLYING AND HARASSMENT POLICY**

1. **Policy**
	1. It is the policy of the Northbridge School District to take pro-active, reasonable measures designed to provide a learning and working atmosphere for students, employees and other members of the school community free from sexual harassment, bullying, hazing and intimidation. These terms are referenced herein as “harassment”, which is more particularly defined below. The District in the strongest possible terms condemns harassment, whether based on race, color, religion, national origin, age, gender, sexual orientation, disability, or any other reason.
	2. It is a violation of policy for any administrator, teacher or other employee, or any student or other member of the school community, to engage in or condone harassment in school, on the bus, on school grounds or at or in a school-related function, activity, communication or contact, or to fail to report or otherwise take reasonable corrective measures when they become aware of an incident of harassment.
	3. This policy is not designed or intended to, nor shall it, limit the school‟s authority to take disciplinary or remedial action when such harassment occurs out of school, but has a sufficient nexus to school under applicable law, or is disruptive to an employee's or student's work or participation in school- related activities.

Reports of harassment, including but not limited to cyber-bullying by electronic or other means, occurring in or out of school will be reviewed, and, when a sufficient nexus to school or school- related work exists, will result in discipline.

1. It is the responsibility of every employee, student and parent to recognize acts of harassment and take reasonable action to see that the applicable policies and procedures of this school district are implemented. All members of the school community are and must act as partners in such efforts if we are to have any reasonable chance of success in preventing or minimizing activity of this type, which is harmful to both the victim and the perpetrator.
2. Any employee or student who believes that he or she has been subjected to harassment has the right to file a complaint and to receive reasonably prompt and appropriate handling of the complaint. Further, all reasonable efforts shall be made to maintain the confidentiality and protect the privacy of all parties, but proper enforcement of this policy may require disclosure of any or all information received.
3. The Building Principal/Designee shall be responsible for assisting employees and students seeking guidance or support in addressing matters relating to any form of harassment.

File: ACAB

1. **Prohibition and Definitions**

Harassment, including bullying, may take a variety of forms. It is utterly unacceptable in a school or work environment. As a result, neither any student, nor employee nor other member of the school community shall be subjected to harassment, intimidation, bullying, or cyber-bullying in any public educational institution.

1. “Harassment”, including “Bullying”, the latter including but not limited to “cyber-bullying”, as used in this policy means an unwelcome written, electronic, verbal or physical communication, act or gesture by a student, or by a member of a school staff including, but not limited to, an educator, administrator, school nurse, cafeteria worker, custodian, bus driver, athletic coach, advisor to an extracurricular activity or paraprofessional, which: (1) reasonably causes a student or employee to feel coerced, intimidated, harassed or threatened and (2) under the circumstances foreseeably may cause: (a) a reasonable person to suffer physical or emotional harm, or (b) damage to a student‟s or employee‟s property, or (c) a disruptive or hostile school environment. The behavior must interfere with an employee's ability to perform his or her duties or with a student's academic performance or ability to learn, or interfere with a student's ability to participate in or benefit from services, activities, or privileges:
	1. that are being offered by or through the school district; or
	2. during any district-related educational program or activity; or
	3. while in school, on or using school district property or equipment, in a school vehicle, on a school bus, at school-designated bus stops, at school-sponsored activities, at school- sanctioned events; or
	4. through the use of data, telephone or computer software that is accessed through a computer, computer system, or computer network or any public education institute related to or provided or facilitated by the district; or
	5. in circumstances otherwise having a sufficient nexus with the school district.
2. “Electronic communication” as used in this policy means any communication through an electronic device, including but not limited to a telephone, cellular phone, computer or pager.
3. Definitions – Sexual Harassment Prohibited

“Sexual Harassment” means unwelcome sexual advances, requests for sexual favors, and other inappropriate verbal, written, electronically transmitted, or physical conduct of a sexual nature, including but not limited to unwelcome comments, touching, written notes, pictures/cartoons or other inappropriate conduct, such as leering, whistling, brushing up against the body, commenting on sexual activity or body parts or other activity referred to by the Model MCAD policy prohibiting such behavior. Harassment has the effect of creating an intimidating, hostile, or offensive work or learning environment that takes place under any of the following circumstances:

1. When submission to such conduct is made, explicitly or implicitly, a term or condition of employment, instruction, or participation in school activities or programs;
2. When submission to or rejection of such conduct by an individual is used by the offender as the basis for making personal or academic decisions affecting the individual subjected to sexual advances;
3. When such conduct has the effect of unreasonably interfering with the individual's work, attendance at school or participation in academic or curricular activities, or
4. When such conduct has the effect of creating an intimidating, hostile, or offensive work or learning environment.

1. **Guidelines and Procedures for Investigating and Processing Harassment Claims**

Harassment may take many forms. It could involve an instance of staff member to staff member, staff member to student, student to staff member, or student to student. It conceivably could also include parent to a student other than the parent‟s child, staff member to parent, or parent to staff member. This listing is illustrative and the procedures set forth are not intended to limit the definition of harassment, or the District‟s authority to take appropriate action as to same except to the extent that specific subject matter is expressly addressed herein.

Guidelines and procedures for dealing with any charge of harassment are as follows:

1. By law, harassment is defined by the victim's perception in combination with objective standards or expectations. What one person may consider acceptable behavior may be viewed as harassment by another person. Therefore, in order to protect the rights of both parties, it is important that the victim make it clear to the harasser that the behavior is objectionable.
2. In all charges of harassment, the victim should describe in writing the specifics of the complaint to ensure that the subsequent investigation is focused on the relevant facts. If possible, the victim should sign the complaint. Oral and anonymous complaints will be reviewed but are inherently difficult to investigate and may not be procedurally fair; as a result, no disciplinary action shall be taken on anonymous complaints unless verified by what the administration in the good faith exercise of its reasonable discretion deems to be clear and convincing evidence. All other complaints will be reviewed based on a preponderance of evidence standard, namely whether the administration in the exercise of its aforementioned discretion, taking into account all material information and circumstances, concludes that a violation of this policy more likely than not has occurred.
3. Any school employee who has reasonably reliable information that would lead a reasonable person to suspect that a person may be a target of harassment, bullying or intimidation shall immediately, as a condition of employment report it to the administration. Each school shall document each prohibited incident that is reported and confirmed, and report each such incident and the resulting consequences, including discipline and referrals if any, to the Superintendent's office in timely fashion and without any avoidable delay.
4. A good faith report from a staff member is not grounds for any legal liability and, since such reports are a condition of the staff member‟s employment, is considered to have been made for purposes of the Municipal Tort Claims Act, M.G.L. c. 258. As a result, the employee would not be subject to damages simply by reason of making such a report, and in the event of a suit based solely thereon would be covered by the school district‟s insurance policy which provides defense of such suits.
5. If an instance of student to student harassment, as defined in Sec. II above, is reported to a staff member other than an administrator, the staff member must inform the Building Principal/Designee in timely fashion. If the alleged harasser would otherwise be responsible for conducting an investigation, the Equity Coordinator designated by the Superintendent shall conduct the investigation and report to the alleged harasser‟s immediate supervisor.
6. If a situation involving a charge of staff member to student harassment, or staff member to staff member harassment, as defined in Sec. II. above, is brought to the attention of any staff member, the staff member should notify the Building Principal immediately.
7. Once a charge of harassment has been made, the following course of action should be taken.
	1. The Building Principal or such Principal's designee should conduct a reasonable, factual investigation by means of discussions with the individuals involved, other witnesses if any, review of any documents and other, written or electronic materials, etc.

If the Principal himself or herself does not conduct the investigation, he or she should review the designee‟s report and supporting documentation (by way of example only, any written, signed statements by the complainant setting forth the allegations, any such statement by the accused and witnesses, and any other materials such as those mentioned above), as appropriate to the current stage of the investigation. Before making any determination as to whether a violation more likely than not has occurred, the Principal may deem it necessary or advisable to conduct direct interviews himself or herself during or following such review and before making a determination.

In situations involving allegations against an employee, the employee should be accorded all rights provided by any applicable statute and/or collective bargaining agreement, including but not limited to being informed of his/her right to have a third party present at the time of the discussion if apt, and in the case of a teacher of the right to counsel if any discussion could conceivably lead to a suspension (see, M.G.L. c. 71, sec. 42D).

In situations involving harassment of students, the Principal should conduct an investigation with the appropriate classroom or special subject area teacher. Parents will be informed of the situation and invited to participate in resolution discussions if warranted.

Parents of students alleged to have engaged in harassment for whom suspension is imposed shall be notified that they, or one of them must attend a meeting at which the behavior, words or images giving rise to the complaint may be reviewed. Before any final decision is made as to whether to impose discipline exceeding ten (10) school days, and the nature of such discipline, the student and her or his parent(s) will be informed in reasonable detail of the factual allegations underlying the complaint and given an opportunity to respond to and provide any information material to same.

In the school administration‟s discretion, depending on its preliminary assessment of the seriousness of a reported incident of alleged harassment, a student accused of harassment may be suspended from school under the procedures for suspension set forth in the student-parent handbook and not readmitted to the regular school program until the student and his or her parent(s) attend such meeting. A ten (10) school day suspension if deemed reasonably necessary by the administration may be imposed prior to such a meeting, but before any such consequence were imposed the student shall be informed of the ground(s) for such possible suspension in sufficient detail to allow the student to respond to the charge(s). A satisfactory conference with the student and his or her parent(s) or legal guardian(s) must occur prior to the student‟s readmission.

It is important that each situation be resolved as confidentially and as quickly as circumstances reasonably permit.

1. At any stage of the proceedings the alleged harasser and the victim may discuss the matter at a resolution meeting in the presence of the Principal/Designee, Equity Officer, and/or parent when appropriate.

During this discussion, the offending behavior should be described by the victim and the administration If warranted, a request for a change in behavior should be made, and a promise should be made that the described behavior will stop and not recur. If circumstances do not permit a face to face meeting the administration will present the victim‟s position. Follow-up verification procedures will be explained. Failure to comply after a resolution, if any, is voluntarily reached at such a meeting will result in appropriate discipline. The Principal or designee or the Equity Officer at the close of the meeting shall prepare a written summary of the discussion held at the meeting and of any resolution, if any, agreed to at same, and shall ask the parties attending the meeting to review, date and sign the agreement. The administrator shall sign the summary, and if any party to the meeting refuses to sign shall note that fact thereon. No such memorandum must be included in a student's school record or an employee's personnel file unless otherwise required by law, but the Principal and/or Equity Officer shall keep a copy of same in her or his records.

1. If after a resolution meeting with the involved parties, the Building Principal determines that further disciplinary action must be taken, the following may occur:
2. In instances involving student to student or student to staff member harassment, subject to applicable law and the disciplinary procedures set forth in the student-parent handbook, the student may be subject to discipline, including but not limited to counseling, suspension or expulsion.
3. In instances involving staff member to student and staff member to staff member harassment, findings will be reported to the Superintendent of Schools for further action. Personnel action, up to and including discharge from employment, may also be initiated at this point, consistent with applicable law and collective bargaining agreement.
4. In all cases where in the good faith judgment of the Principal or Superintendent the circumstances so warrant, a referral to law enforcement will be made. School officials will coordinate with the Police Department to identify a police liaison for harassment cases.

IV **Retaliation**:

In the event of retaliation in any form against any person who has made or filed, or provided any information as to a complaint relating to harassment, any employee or student found to have engaged in retaliation shall be subject to discipline in accordance with applicable law - for an employee, up to and including dismissal from employment, and in the case of a student up to and including expulsion. If warranted a referral to law enforcement shall also be made.

**V Confidentiality:**

Reports of harassment should be kept completely confidential to the extent consistent with necessary investigation procedures, with the goal of protecting the victim and stopping the behavior.

For further information about these guidelines or help with sexual harassment problems or any other form of harassment, consult the Northbridge School District Equity Coordinator.

LEGAL REFERENCES

Title VII of the 1964 Civil Rights Act, Section 703

Title IX of the 1972 U.S. Civil Rights Act.

Chapter 151C, Massachusetts General Laws

M.G.L. Chapter 76 § 5 M.G.L. Chapter 269 § 17, 18, 19

M.G.L. Chapter 71, §§82, 84

Revised : 9/24/13