

CIVIL RIGHTS POLICY

This Civil Rights Policy is a formal statement of the long-standing commitment of Medway Public Schools to uphold civil rights and to encourage multi-racial and multi-cultural respect, appreciation and harmony. The Tolerance Acceptance Committee, composed of community members, parents, students, clergy and police, played an important role in developing this policy.

In addition to the procedures for filing claims and the requirements for reporting violations provided in this policy, students, employees and members of the community are encouraged to share with the administration any concerns about civil rights violations in Medway Public Schools.

Commitment to Multi-Cultural Understanding

Medway Public Schools is committed to:

promoting multi-cultural understanding, appreciation and harmony to ensure that no student is denied access to any educational program or other activity in Medway Public Schools for reason of race, color, ethnic background, national origin, religion, sexual orientation, disability, economic status or gender; and to:

complying with all applicable state and federal laws, including state and federal civil rights and anti-discrimination laws relating to the employment practices, educational programs and all other activities of Medway Public Schools.

Standards of Conduct

Students and employees of Medway Public Schools shall not at any time do or say anything that would in any way tend to harass, degrade, demean, abuse, insult or cast aspersions on the race, color, ethnic background, national origin, religion, sexual orientation, disability, economic status or gender of any individual or group, or otherwise engage in racist or any other unlawful discriminatory behavior.

In interpreting and applying this Civil Rights Policy, Medway Public Schools does not intend to interfere with the rights of students, teachers, and other members of the Medway Public Schools community to engage in freedom of expression protected by law.

IMPLEMENTATION AND ENFORCEMENT

Complaint Procedures

1. Any employee, parent/guardian or student of Medway Public Schools may file a complaint alleging violations of this Civil Rights Policy.
2. Complaints shall be filed and resolved in accordance with the following procedures:
 - a. Complaints are to be in writing and signed. They are to be submitted to the Building Principal, Assistant Principal, Assistant Superintendent or the Superintendent of Schools. Please see Attachment A of this document for a list of names and phone numbers.

The above people are also available to discuss any concerns an individual may have and to provide information about the district's policy on civil rights and the complaint process.

- b. Within five (5) school days after the receipt of the written complaint, an investigation shall be conducted.
- c. Upon receipt of the investigation results, the Building Principal, Assistant Principal, Assistant Superintendent, or Superintendent will determine if there has been a violation of this Civil Rights Policy.

The Superintendent of Schools serves as the district's Civil Rights Coordinator and oversees the implementation and enforcement of the Civil Rights Policy.

Action With Respect to Violations

If a violation is determined to have occurred, the Principal, Assistant Principal, or Superintendent shall, subject to all applicable provisions of law, collective bargaining agreements or student handbook, take such action as he/she may deem appropriate.

First Offense, Student:

The following actions may be taken:

1. Minimum of three (3) office detentions. Twenty (20) demerits (in the case of a middle school or high school student).

2. Up to ten (10) days suspension from school, waived if the parties agree to participate in mediation.
3. Volunteer participation in mediation.
4. Referral to police/courts for prosecution under state and federal laws.
5. Referral for further action to Superintendent of Schools.

Second Offense, Student:

1. Twenty-five (25) day suspension from school.
2. Referral for further action to Superintendent and possible school expulsion.
3. Referral to police/courts for prosecution under state and federal laws.

School Personnel Disciplinary Action:

If it is determined that inappropriate conduct has been committed by a school district employee, such action will be taken as is appropriate under the circumstances. Such action may range from counselling to termination of employment, and may include such other forms of disciplinary action as deemed appropriate under the circumstances.

State and Federal Remedies

In addition to the above, if a student or employee believes he/she has been subjected to civil rights violations, he/she may file a formal complaint with the governmental agencies set forth below. Using the complaint process does not prohibit an individual from filing a complaint with these agencies. The agencies may have a short period for filing a claim (EEOC: 180 days; MCAD: 6 months).

Students:

U.S. Department of Education
Office for Civil Rights
33 Arch Street
Boston, MA 02109
617-289-0111

Massachusetts Commission Against Discrimination	
Boston Office:	Springfield Office:
One Ashburton Place	436 Dwight Street
Sixth Floor	Second Floor
Boston, MA 02108	Springfield, MA 01103
617-994-6000	413-739-2145

Employees:

U.S. Department of Education
Office for Civil Rights
33 Arch Street
Boston, MA 02109
617-289-0111

United States Equal Opportunity Commission
475 Government Center
Boston, MA 02203
800-669-4000

Massachusetts Commission Against Discrimination	
Boston Office:	Springfield Office:
One Ashburton Place	436 Dwight Street
Sixth Floor	Second Floor
Boston, MA 02108	Springfield, MA 01103
617-994-6000	413-739-2145

First Reading: October 28, 1998
Adopted: November 12, 1998

Revised: October 18, 2007

ATTACHMENT A

Richard Pearson, High School Principal, 508-533-3227

Chery Macri, Dean of Academics and Activities, 508-533-3227

Dorothy Pearl, Dean of Student Services, 508-533-3227

Armand Pires, Middle School Principal, 508-533-3230

Cari Perchase, Middle School Assistant Principal, 508-533-3230

Leigh Ann Becker, Burke/Memorial School Principal, 508-533-3266

Eileen Harvey, Burke/Memorial School Assistant Principal, 508-533-3242

Wendy Rocha, McGovern School Principal, 508-533-3243

Lauren Fain, Director of Student Services, 508-533-3229

David A. Verdolino, Assistant Superintendent, 508-533-3222

Judith A. Evans, Superintendent of Schools, 508-533-3222