

**Nondiscrimination Policy and Notice**

**Subscribing Districts:**

Pursuant to Title IX and its regulations (“Final Rule” released on April 19, 2024), the subscribing districts have adopted and implemented a policy stating that the District does not discriminate on the basis of sex and prohibits sex discrimination in any education program or activity it operates, including admission and employment.

The Subscribing District Schools do not discriminate based on race, color, religion, sex, sexual orientation, gender identity or expression, status as a veteran, status as a victim of domestic violence, marital status, pregnancy or related conditions, national origin, protective hairstyles, alienage, ancestry, age, disability, or any other basis prohibited by law and prohibits discrimination, including harassment, in any education program or activity it operates.

The Board shall provide protections from all forms of sex-based harassment, including sexual violence and unwelcome sex-based conduct that creates a hostile environment by limiting or denying a person’s ability to participate in or benefit from a school’s education program or activity.

The District shall take prompt and effective action to end any sex discrimination in its education programs or activities to provide for the prompt and equitable resolution of sex discrimination complaints, prevent recurrence, and remedy its effects. To that end, the District shall act promptly and effectively in response to information about conduct that reasonably may constitute discrimination, including sexual violence and other forms of sex-based harassment. The district shall also ensure that all school employees are trained about their obligations to address sex discrimination and their obligations to notify or provide contact information for the Title IX Coordinator.

The subscribing district Boards of Education Non-discrimination policy includes protections for students, employees, and applicants against discrimination based on pregnancy, childbirth, termination of pregnancy, lactation, related medical conditions, or recovery from these conditions and shall provide reasonable modifications for students based on pregnancy or related conditions, allow for lactation for employees, and access to a clean, private lactation space for students and employees.

The District shall not disclose personally identifiable information obtained through complying with Title IX, with limited exceptions, such as when there had been prior written consent or when the information is disclosed to the parent of a minor.

Retaliation against anyone who, in good faith, makes a report of harassment or discrimination, files a complaint of harassment or discrimination, serves as a witness, or participates in an investigation or grievance process is also a violation of the Board of Education's non-discrimination policy and is prohibited.

The Public Schools shall notify *students, employees, parents, and others* of this policy and publish it widely. The Board recognizes that due to size and format restrictions of different publications, to ensure the broadest level of distribution, the Board shall publish a statement (Short Version) that the District prohibits sex discrimination in any education program or activity that it operates and that individuals may report concerns or questions to the Title IX Coordinator and provide a link to the "Long Version" of the non-discrimination notice on the District's website.

**The "Short Version" of the Board's Non-Discrimination statement shall be as follows:**

The Public Schools prohibits sex discrimination in any educational program or activity that it operates. Individuals are encouraged to report concerns or questions to the Title IX Coordinator. The notice of non-discrimination is located at [www.region1schools.org](http://www.region1schools.org).

**The "Long Version" of the Board's Non-Discrimination Statement shall be as follows:**

The Public School does not discriminate on the basis of sex and prohibits sex discrimination in any education program or activity it operates, as required by Title IX and its regulations, including admission and employment.

The Board of Education has designated the following individual(s) to coordinate efforts to comply with and carry out its non-discrimination responsibilities under Title IX (2024's "Final Rule," applicable State laws, and court decisions). Questions regarding the District's non-discrimination commitments, as well as related laws, regulations, and District policies, may be referred to this/these designated employee(s):

**District Title IX Coordinator:**

Dr. Jeanine Rose, 246 Warren Turnpike Road, Falls Village, CT 06031  
[jrose@region1schools.org](mailto:jrose@region1schools.org), 860-824-0855.

**District's Other Designees Under Section 504**

The Public School District is required not to discriminate on the basis of sex by Title IX and its implementing regulations. Inquiries about Title IX may be referred to the District's Title IX Coordinator, the U.S. Department of Education's Office for Civil Rights, or both.

**The U.S. Department of Education's Office for Civil Rights Contact Information:**

**U.S. Department of Education**

**Office for Civil Rights**

**Lyndon Baines Johnson Department of Education Bldg**

**400 Maryland Avenue, SW**

**Washington, DC 20202-1100**

**OCR@ed.gov**

**800-421-3481**

To report information about conduct that may constitute sex discrimination or make a complaint of sex discrimination under Title IX, please refer to (include a link to the location(s) on the website or otherwise describe the location(s) where individuals can report sex discrimination). Any person may also report sex discrimination, including harassment, using the contact information listed for the Title IX Coordinator.

The Public School's non-discrimination policy and grievance procedures (**Title IX Policy and Administrative Regulation**) Policy #4000.1/4200.1 and 5145.44.

Legal Reference: 2024 Amendments to the U.S. Department of Education's Title IX Regulations ("Final Rule")

Adopted: April 11, 2019

Revised: October 8, 2024

NORTH CANAAN ELEMENTARY SCHOOL

North Canaan, Connecticut