

Holbrook Public Schools

EQUAL EMPLOYMENT OPPORTUNITY

The School Committee subscribes to the fullest extent to the principle of the dignity of all people and of their labors and will take action to ensure that any individual within the District who is responsible for hiring and/or personnel supervision understands that applicants are employed, assigned, and promoted without regard to their race, color, religion, national origin, sex, gender identity, sexual orientation, age, genetic information, ancestry, military status, or disability. Every available opportunity will be taken in order to assure that each applicant for a position is selected on the basis of qualifications, merit and ability.

The Holbrook School Committee hereby affirms that it is in compliance with Title IX and Chapter 622 of the Acts of 1971 and all requirements imposed by or pursuant to the Regulations issued by the Board of Education, in that the Holbrook Public Schools does not discriminate in recruitment, hiring or employment practices on account of their race, color, religion, national origin, sex, gender identity, sexual orientation, age, genetic information, ancestry, military status, or disability in accordance with section 504.

Title IX Policy Statement

In compliance with Title IX of the Education Amendments of 1972, the Holbrook School Department has the following employment policy:

‘The Holbrook School Department does not discriminate on the basis of sex in any area of employment, including recruitment, selection (except where sex is a bona fide occupational qualification), promotion, transfer, termination, compensation, job classification, fringe benefits, or the granting of leaves.

A person or group who believes that Title IX is being violated may request a written statement of the reasons therefore from the Superintendent, (Level One of Title IX Grievance Procedure) or the grievance may be reported to the Director of the Regional Office for Civil Rights as per section 86.8(b) of the Title IX Regulation.

The local liaison person for Title IX shall be announced annually to employees, parents, students and the public.

LEGAL REF.: 603 CMR 26:08
Civil Rights Act of 1964, as amended in 1972, Title VI, Title VII
Executive Order 11246, 1965, as amended by Executive Order 11375
Equal Employment Opportunity Act of 1972, Title VII
Title IX of the Education Amendments of 1972, 20 USC Sec 1681, C.151B §4, 2016
et. seq.
Rehabilitation Act of 1973

CROSS REF.: AC, Nondiscrimination

Adopted: September 19, 2007
Amended: June 4, 2008, March 23, 2017, April 12, 2018