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Reading Public Schools

Instilling a joy of learning and inspiring the innovative leaders of tomorrow

September 2021

Dear Staff, Parents, Students and Visitors,

We in the Reading Public Schools have been working on a variety of strategies to ensure that our school community is intimidation free.

One of those strategies is to build an increasing awareness and understanding in all of us of those civil rights granted to us by law and summarized below:

- ***Title I of the Americans with Disabilities Act of 1990:*** Prohibits discrimination, exclusion from participation, and denial of benefits on the basis of disability in the areas of employment.
- ***Title II of the Americans with Disabilities Act of 1990:*** Prohibits discrimination, exclusion from participation, and denial of benefits on the basis of disability in the areas of educational programming.
- ***Title IX of the Education Amendments of 1972:*** Prohibits discrimination, exclusion from participation, and denial of benefits in educational programs on the basis of sex.
- ***Title VI of the Civil Rights Act of 1964:*** Prohibits discrimination, exclusion from participation, and denial of benefits based on race, color, or national origin.
- ***Section 504 of the Rehabilitation Act of 1973:*** Prohibits discrimination, exclusion from participation, and denial of benefits based on disability.
- ***MGL, Ch. 76, Section 5 of the Massachusetts General Laws, Chapter 76, Section 5:*** Prohibits discrimination in all public schools on the basis of race, color, sex, gender identity, national origin, religion, and sexual orientation.

As an educational institution, the Reading Public School district is committed to creating and maintaining schools that prevent discrimination of all types at the same time as they ensure the health and safety of all who work and learn there. The Reading Public Schools harassment, discrimination, bullying, and hazing policy states that the Reading Public School System shall maintain a learning and working environment free from discrimination, harassment, bullying, and hazing. In both the education and employment environments of the Reading Public Schools, various laws prohibit discrimination and harassment. In an education context, law prohibits discrimination and harassment on the basis of disability, national origin, race, color, religion, sex, gender identity, or sexual orientation. In an employment context, law also prohibits discrimination and harassment on the basis of age. All such harassment and discrimination is unlawful and will not be tolerated in the Reading Public School system.

The complete harassment and discrimination policy and additional resources can be found on our website at

<https://www.reading.k12.ma.us/district-information/antibullying-resources/>

Paper copies are available in the main offices of all our schools and in the Superintendent's office.

The Reading Public Schools does not discriminate on the basis of race, color, national origin, sex, disability, or age in its programs and activities. The following school department officials have been designated to handle inquiries regarding the non-discrimination and harassment policies:

Jennifer Stys, Director of Students Services (For student inquiries)

82 Oakland Road

781-944-5800

Thomas Milaschewski, Superintendent of Schools (For staff inquiries)

82 Oakland Road

781-944-5800

For further information on notice of non-discrimination, see list of OCR enforcement offices for the address and phone number of the office that serves your area, or call 1 (800) 421-3481.

Sincerely,

A handwritten signature in black ink, appearing to read "Thomas Milaschewski". The signature is written in a cursive style with a horizontal line underneath.

Thomas Milaschewski, Ed.D.

Superintendent of Schools