

STUDENT POLICY GOALS

Active Efforts

1. The School Committee shall establish policies, promote regulations and procedures, and implement monitoring and evaluation practices that support and promote affirmative action and stimulate necessary changes to ensure that all obstacles to equal access to school programs for all persons regardless of race, color, national origin, religion, gender, gender identity, sexual orientation, limited English-speaking ability or disability, no matter how subtle or unintended are removed. Such policies shall include a requirement for an annual evaluation of all aspects of the K through 12 school program to ensure that all students regardless of race, color, national origin, religion, gender, gender identity, sexual orientation, disability or homelessness, are given an opportunity to develop skills, competence, and experience, and to receive appropriate guidance so that they may be able to participate in all programs offered by the school including athletics and other extra-curricular activities. Special attention shall be given in this examination to schools and programs in which students of either sex or of racial or national origin groups present in the community are markedly underrepresented.
2. If participation in any school sponsored program or activity has previously been limited to students based on race, color, national origin, religion, gender, gender identity, sexual orientation, disability or homelessness, then the School Committee shall make active efforts to ensure that equal access to all school sponsored programs or activities be provided within the system.
3. It shall be the responsibility of the School Committee and the Superintendent to provide annual in-service training for all school personnel in order to: (a) advance means of achieving educational goals in a manner free from discrimination on account of race, color, national origin, religion, gender, gender identity, sexual orientation, disability or homelessness. (b) enhance consciousness of the kinds of discriminatory and prejudicial practices and behavior which may occur in the Hadley Public Schools.
4. The Superintendent, as an agent of the School Committee, shall promote and direct effective procedures for the full implementation of this policy and shall make recommendations to the School Committee for the necessary policies, program changes, and budgetary resource allocations needed to achieve adherence to this policy.
5. At the beginning of the school year, the Superintendent shall be responsible for sending a notice of the existence of this policy and its implications to the parents of all school age children in their primary language. Such notice shall include the information that all courses of

- study, extra-curricular activities, and services offered by the school are available without regard to race, color, national origin, religion, gender, gender identity, sexual orientation, disability or homelessness. This notice may be included with other communication sent to parents. Upon request, the Department of Education shall provide a translation in requested languages to assist Superintendents in complying with this section.
6. The Superintendent shall ensure that all students are informed of the existence of this policy and its implications annually in a manner certain to reach them. Students shall be informed that all courses of study, extracurricular activities, services, and facilities offered by the school are available without regard to race, color, national origin, religion, gender, gender identity, sexual orientation, disability or homelessness.
 7. The Superintendent shall make certain that employers who recruit new employees do not discriminate on account of race, color, national origin, religion, gender, gender identity, sexual orientation, disability or homelessness in their hiring and recruitment practices within the schools. Before any employer is allowed to recruit at or through any school, the employer shall be required to sign a statement that he/she does not discriminate in hiring or employment practices on account of race, color, national origin, religion, gender, gender identity, sexual orientation, disability or homelessness.

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