

## **EQUAL EMPLOYMENT OPPORTUNITY**

The Mansfield Public Schools prohibits unlawful discrimination, harassment (including sexual harassment), and retaliation against anyone based on race (including traits historically associated with race including, but not limited to, hair texture, hair type, hair length and protective hair styles), color, age, disability, sex (including pregnancy, pregnancy-related conditions, or recovery from these conditions, including but not limited to, lactation), sexual orientation, gender identity or expression, religion or religious belief, national origin, ethnicity, ancestry, retaliation, marital status, familial status, genetic information, veteran or military status, limited English proficiency, homelessness, or any other class of individuals protected from discrimination under state or federal law in education, admission, access to or treatment in, its programs, services, benefits, activities, and terms and conditions of employment.

Equal opportunity extends to all aspects of the employment relationship, including notices, advertisement, forms, hiring, promotions, training, working conditions, compensation, and benefits.

The Mansfield Public Schools policies and practices reflect the District's commitment to nondiscrimination in all areas of employment.

### **Internal Complaints of Discrimination, Harassment, and Sexual Harassment**

Employees and applicants should immediately contact their school principal, the director of their department, or the Director of Human Resources about any violations of the Mansfield Public Schools' policies or any applicable law relating to discrimination and harassment prohibitions. Except for Title IX, all complaints, whether oral or written, will be promptly investigated and corrective action will be taken where appropriate. For Title IX complaints, the procedures in ACAB will be followed. Cooperation is expected with any and all investigations. Information obtained during investigations is confidential and only disclosed to those who have a need for the information

Complaints may also be made directly to:

Jocelyn LeMaire, Director of Human Resources  
Mansfield Public Schools  
2 Park Row  
Mansfield, MA 02048  
508-261-7500

### **Right to Alternative Complaint Procedure**

Inquiries regarding federal laws may be directed to:

U.S. Equal Employment Opportunity Commission  
John F. Kennedy Federal Building  
475 Government Center  
Boston, MA 02203  
Telephone: (800) 669-4000

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TTY: (800) 669-6820

Inquiries regarding state law may be directed to:  
Massachusetts Commission Against Discrimination (MCAD)  
One Ashburton Place, Suite 601  
Boston, MA 02108  
Phone: 617-994-6000  
TTY: 617-994-6196

### **Discipline**

All employees, including supervisors and managers, who engage in discriminatory conduct or harassment are subject to immediate disciplinary action, including possible termination of employment.

### **Protection from Retaliation**

As part of its commitment to equal employment opportunity, the Mansfield Public Schools prohibits retaliation. Employees and applicants must not be subjected to harassment, intimidation, threats, coercion, discrimination, or any form of reprisal, because they have: (1) filed a complaint; (2) assisted or participated in an investigation, proceeding, or any other activity related to the administration of any federal, state, or local law requiring EEO; or (3) opposed any act or practice made unlawful by any federal, state, or local law requiring equal opportunity.

### **False Charges and Deliberate Fabrication of Evidence**

If, at the conclusion of an investigation, it is determined that a complainant, respondent, or witness knowingly gave false or misleading information, it may be recommended that the individual be subjected to disciplinary action up to and including termination.

### **Notice**

Federal and state government nondiscrimination posters and the Mansfield Public School's EEO policy will be displayed permanently in conspicuous locations in each school building and in the central administration office. Copies of this policy will be posted on the district's website and in any school district publication that sets forth the comprehensive rules, procedures and standards of conduct for employees.

Revised: February 28, 2023  
April 27, 2021  
October 24, 2017

LEGAL REF.: 603 CMR 26, Access to Equal Educational Opportunity  
MGL Part I, Title XXI, Chapter 151B Unlawful Discrimination  
Because Of Race, Color, Religious Creed, National Origin,  
Ancestry Or Sex  
Massachusetts Pregnant Workers Fairness Act, 2017  
Title VII Of The Civil Rights Act Of 1964 (Title Vii)  
Age Discrimination Act of 1967 (ADEA)  
Title I, Title V of the Americans with Disabilities Act of 1990  
(ADA)

## **EQUAL EMPLOYMENT OPPORTUNITY**

Title II of the Genetic Information Nondiscrimination Act of 2008  
(GINA)

Civil Rights Act of 1991

MA CROWN Act of 2022 (Prohibiting Discrimination Based on Natural and  
Protective Hairstyles)

### **CROSS REF:**

AC, Nondiscrimination

ACA, Nondiscrimination on the Basis of Sex

ACE, Nondiscrimination on the Basis of Disability