



Superintendent's Circular

NUMBER:
EQT-01
Version 01

NONDISCRIMINATION POLICY

This Circular will remain in effect unless rescinded or superseded by a subsequent version.

The Boston Public Schools is committed to maintaining an educational environment and workplace where individuals of all backgrounds and experiences are welcomed, encouraged, included, and can flourish. We aim to eliminate all forms of bias and bigotry, including discrimination based on race, color, age, criminal record (inquiries only), physical or mental disability, pregnancy and pregnancy-related conditions, homelessness, sex/gender, gender identity, religion, national origin, ancestry, sexual orientation, genetics, natural or protective hairstyle, and military status. The Boston Public Schools is resolved that prejudice and disparate treatment will never impede our learners or our educators.

The Boston Public Schools will not tolerate discriminatory behavior, including intimidation, threats, or harassment of employees, students, or anyone else who visits or is part of our learning community. Retaliatory conduct toward persons who have reported possible bias, discrimination, or inappropriate behavior, who have assisted in an investigation, or who have otherwise exercised their rights under this policy is also prohibited.

Conduct in violation of this policy includes any action, including verbal or nonverbal communication, that contributes to, promotes, or is complicit in disrupting the district's inclusive learning and working environment. Derogatory or intimidating statements, threats, acts of exclusion, or other mistreatment regarding a student's or employee's membership in or association with a member of a protected group, whether made in person or by telephone, postal mail, e-mail, internet posting, or any other means, will not be tolerated. This includes such statements made toward students, members of students' families, employees, contractors, or other parties who support or participate in district programming.

This policy extends to all employment and educational practices and programs, including:

- Recruitment
- Selection and admission
- Compensation and benefits
- Access to learning
- Professional development, training, and extracurricular activities
- Discipline, evaluation, and testing
- Reasonable accommodation for disabilities or religious practices
- Promotion
- Transfer
- Termination
- Layoff
- Other terms and conditions of employment and education.

The Boston Public Schools will vigorously implement and actively enforce this policy to ensure that all its daily operations are characterized by fairness, respect, and equity. Any violation of this policy will be viewed as serious misconduct and may result in discipline, up to and including termination of the offending employee or expulsion of the responsible student. Retaliation against any person who has testified, assisted, or participated in any manner in an investigation, proceeding, or hearing of a report of a violation of this policy, will similarly be viewed as serious misconduct and may result in discipline, up to and including termination or expulsion.

Information about the investigative procedures associated with this policy is detailed in Superintendent's Circulars EQT-02 and EQT-05.

All Boston Public Schools newly printed publications (e.g., Code of Conduct, Citywide Learning Standards and Curriculum Frameworks, course selection booklets, student/parent/employee handbooks, job postings, etc.) for students, parents, teachers, non-academic employees, and the general public must contain the following nondiscrimination notice:

The Boston Public Schools, in accordance with its nondiscrimination policies, does not discriminate in its programs, facilities, or employment or educational opportunities on the basis of race, color, age, criminal record (inquiries only), disability, pregnancy, homelessness, sex/gender, gender identity, religion, national origin, ancestry, sexual orientation, genetics, natural or protective hairstyle, or military status, and does not tolerate any form of retaliation, or bias-based intimidation, threat, or

harassment that demeans individuals' dignity or interferes with their ability to learn or work.

For more information about this circular, contact:

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