

## Non-Discrimination Civil-Rights Policy

Benjamin Banneker Charter Public School does not discriminate in admission to, access to, treatment in, or employment of its services, programs and activities, on the basis of race, color or national origin, in accordance with Title VI of the Civil Rights Act of 1964 (Title VI); on the basis of sex, in accordance with Title IX of the Education Amendments of 1972; on the basis of disability, in accordance with Section 504 of the Rehabilitation Act of 1973 (Section 504), Title II of the Americans with Disabilities Act of 1990 (ADA), and the Individual with Disabilities Education Act of 2004; on the basis of gender identity, in accordance with Chapter 199 of the Acts of 2011, or on the basis of age, in accordance with the Age Discrimination Act of 1974 (Age Discrimination Act). Nor does it discriminate on the basis of race, color, sex, gender identity, religion, national origin or sexual orientation, in accordance with Chapter 622 of the Acts of 1971 (M.G.L.c.76, §5) and Chapter 151B of the General Laws. Nor does it discriminate on the basis of race, color, national origin, creed, sex, gender identity, ethnicity, sexual orientation, mental or physical disability, age, ancestry, athletic performance, special need, proficiency in the English language or a foreign language, or prior academic achievement in accordance with M.G.L.c.71, §89 and 603 CMR 1.06.

To file a complaint alleging discrimination or harassment by Benjamin Banneker Charter Public School on the basis of race, color, national origin, creed, sex, gender identity, ethnicity, sexual orientation, mental or physical disability, age, ancestry, athletic performance, special need, proficiency in the English language or a foreign language, or prior academic achievement or to make an inquiry regarding Title VI, Title IX, Section 504, the ADA, the Age Discrimination Act, or applicable state laws and their respective implementing regulations, please contact:

Sherley Bretous  
Executive Director  
617-497-7771 ext. 207  
[sbretous@banneker.org](mailto:sbretous@banneker.org)

Any allegation of discrimination or harassment will be investigated and, if a violation of this policy is substantiated, disciplinary action will be taken.

Filing a complaint with Benjamin Banneker Charter Public School does not prohibit you from also filing a complaint with a state or federal agency. Most of these agencies have a short time period for filing a claim (OCR—180 days; DESE—within the same school year; MCAD—300 days).

### **United States Department of Education Office for Civil Rights (“OCR”)**

John W. McCormack Post Office and Courthouse Post Office Square, Suite 800, Boston, MA 02109

### **Massachusetts Department of Elementary and Secondary Education (“DESE”)**

75 Pleasant Street, Malden, MA 02108  
781-388-3000

### **Civil Rights Division**

One Ashburton Place, Boston, MA 02108 (617) 727-2200 ext.269