



Haverhill Public Schools

Title IX Coordinator

Non-Discrimination and Harassment Based Upon Sex

The **Haverhill Public Schools** (the “District”) does not discriminate on the basis of sex and prohibits sex discrimination in any education program or activity that it operates, as required by Title IX and its regulations. The District shall respond promptly and meaningfully to all allegations of discrimination based upon sex, including sexual harassment.

Please note that while this policy sets forth the District’s goals of promoting an environment that is free of harassment including sexual and sex-based harassment, the policy is not designed or intended to limit the District’s authority to discipline or take remedial action for conduct which we deem unacceptable, regardless of whether that conduct satisfies the definition of harassment or sexual or sex-based harassment.

Inquiries about Title IX may be referred to the District’s Title IX Coordinator. The District Title IX Coordinator is:

Title IX Coordinator for Students:

Maureen Irons, Safe and Supportive Schools Liaison, Title IX Coordinator
137 Monument Street, Haverhill, MA 01832
mirons@haverhill-ps.org
978-228-0432

Title IX Coordinator for Employees:

Sandra McArthur, Director of Human Resources, Title IX Coordinator
4 Summer Street, Room 104, Haverhill, MA 01830
smcarthur@haverhill-ps.org
978-374-3400

The District’s grievance procedures can be located at [Discrimination-Title IX](#).

To report information about conduct that may constitute sex discrimination or make a complaint of sex discrimination under Title IX, please refer to [Discrimination-Title IX](#).

Harassment Based Upon Sex.

Title IX of the Education Amendments of 1972 (“Title IX”). Pursuant to regulations promulgated by Title IX, the District must provide an environment free from discrimination based upon sex, including sexual harassment. According to Title IX, the following definition shall apply:

Sex-Based Harassment is a form of sex discrimination and means sexual harassment and other harassment on the basis of sex, including on the basis of sex stereotypes, sex characteristics, pregnancy or related conditions, sexual orientation, and gender identity, that is:

(1) Quid pro quo harassment. An employee, agent, or other person authorized by the recipient to provide an aid, benefit, or service under the recipient's education program or activity explicitly or impliedly conditioning the provision of such an aid, benefit, or service on a person's participation in unwelcome sexual conduct;

(2) Hostile environment harassment. Unwelcome sex-based conduct that, based on the totality of the circumstances, is subjectively and objectively offensive and is so severe or pervasive that it limits or denies a person's ability to participate in or benefit from the recipient's education program or activity (i.e., creates a hostile environment).

(3) Specific offenses: (i) Sexual Assault, (ii) Dating Violence, (iii) Domestic Violence, and (iv) Stalking, as defined by federal law.

Retaliation: The District expressly prohibits retaliation in all forms. Retaliation is an action by a peer or employee aimed at infringing upon a person's rights under this policy (examples: intimidation, threats, coercion, or discrimination).

CONTACT INFORMATION FOR STATE AND FEDERAL ENFORCEMENT AGENCIES

The Office for Civil Rights, US Department of Education
5 Post Office Square, 8th Floor
Boston, MA 02109-3921
Telephone: 617-289-0111, FAX: 617-289-0150, TDD: 877-521-2172

The Massachusetts Commission Against Discrimination
One Ashburton Place
Sixth Floor, Room 601
Boston, MA 02108
Phone 617-994-6000, TTY: 617-994-6196

The Equal Employment Opportunities Commission
John F. Kennedy Federal Building
475 Government Center
Boston, MA 02203
Phone: 1-800-669-4000

LEGAL REFS.: Title VI, Civil Rights Act of 1964
Title VII, Civil Rights Act of 1964, as amended by the Equal Employment

Opportunity Act of 1972 Executive Order 11246, as amended by E.O.
11375

Equal Pay Act, as amended by the Education Amendments of 1972 Title
IX, Education Amendments of 1972

Rehabilitation Act of 1973

Education for All Handicapped Children Act of 1975

No Child Left Behind Act of 2001, 20 U.S.C. § 7905 (The Boy Scouts of
America Equal Access Act)

M.G.L. 71B:1 et seq. (Chapter 766 of the Acts of 1972)