

PERSONNEL	4000
<u>ALL EMPLOYEES</u>	4100
EQUAL EMPLOYMENT OPPORTUNITY/DISCRIMINATION	4106
RACIAL DISCRIMINATION POLICY	4106.01

General

It is the policy of the Melrose Public Schools to promote and maintain an environment which is free from discrimination or harassment on the basis of race.

Racial discrimination is a violation of Chapter 622 of Massachusetts State Law along with Title VI and Title VII of the Civil Rights Act of 1964 and therefore the policies of the Melrose Public Schools. Discrimination or unequal treatment on the basis of race or national origin is prohibited in all practices. This would include, but not be limited to: admission, recruitment, financial and academic programs, student treatment and services, counseling and guidance, discipline, classroom assignment, grading, vocational education, recreation, physical education, athletics, housing and employment.

Grievance Officer

The Melrose School Committee has designated the 622/VI/IX Coordinator as the system Grievance Officer for both students and employees. The Grievance Officer is vested with the authority and responsibility of processing all racial discrimination in accordance with the procedures outlined below. Students or employees who feel that they are the victim of racial discrimination or are aware of such practices should bring it to the attention of the Grievance Officer.