

## NON-DISCRIMINATION NOTICE

The Northborough Public Schools, Southborough Public Schools, and the Northborough-Southborough Regional School District, in accordance with federal and state laws and regulations, prohibit discrimination in their programs and provide equal employment and educational opportunities to all persons regardless of race, color, gender, religion, marital status, homelessness, age, sexual orientation, gender identity, national origin or disability, and provides equal access to the Boy Scouts and other designated youth groups. The Public Schools of Northborough and Southborough comply with all applicable state and federal laws, including but not limited to, Title VI, Title VII, Title IX, the Americans with Disabilities Act (ADA), Section 504 of the Rehabilitation Act of 1973, the Boy Scouts of America Equal Access Act, and Massachusetts General Laws, c. 151C; c. 76, § 5, and c. 71B.

The Northborough Public Schools, Southborough Public Schools, and the Northborough-Southborough Regional School District have a duly appointed individual responsible for the overall monitoring, auditing and ensuring of compliance with this policy. For compliance issues, or in the event that individuals believe they have been discriminated against in any of the Northborough Public Schools', Southborough Public Schools', and/or the Northborough-Southborough Regional School District's educational activities or operations, individuals may contact the building principal or Heather Richards, Director of Human Resources, 53 Parkerville Road, Southborough, MA 01772 (508) 486-5115. All complaints and grievances will be investigated in accordance with the grievance procedures of the Northborough Public Schools, the Southborough Public Schools, or the Northborough-Southborough Regional School District. To obtain a copy of the applicable grievance procedures, please contact your building principal or Heather Richards, Director of Human Resources.