

**OXFORD PUBLIC SCHOOLS**  
**Civil Rights Laws/District Coordinator Information**

All programs, activities, and employment opportunities provided by the Oxford Public Schools are offered without regard to race, color, sex, religion, national origin, sexual orientation, gender identity, disability, or homelessness. Any questions regarding implementation of these practices should be addressed to the appropriate coordinator listed below:

<p><b>Title VI of the Civil Rights Act of 1964</b>  This statute prohibits discrimination on the grounds of race, color or national origin by recipients of federal financial assistance. It ensures that individuals are not excluded from participation in programs or activities receiving federal funds (or the benefits of) on account of their membership in one of these protected categories (42 USC S2000d). This statute has been interpreted to prohibit the denial of equal access to education because of a language minority student’s limited proficiency in English.</p> <p>Coordinator: <b>David Nugent, Interim Principal - High School</b>  100 Caruncle Drive, Oxford, MA 01540  508-987-6081</p>	<p><b>Equal Educational Opportunities Act of 1974</b>  This federal statute prohibits states from denying equal educational opportunities to an individual based on certain protected classifications including national origin. It specifically prohibits denying equal educational opportunities by failing to take appropriate action to overcome language barriers that impede equal participation by its students in its instructional programs. (20 USC S1203(f))</p> <p>Coordinator: <b>Dr. Susan Henrichon, Asst. Superintendent</b>  4 Maple Road, Oxford, MA 01540  508-987-6050 x1115</p>
<p><b>Title IX of the Education Amendments of 1972</b>  Title IX of the Education Amendments of 1972 provides that no individual may be discriminated against on the basis of sex in any education program or activity receiving federal financial assistance. Title IX requires that schools adopt and publish a policy against sex discrimination and have a grievance procedure through which students can complain of alleged sex discrimination, including sexual harassment. State law requires Massachusetts employers to have a policy against sexual harassment. (M.G.L. Ch. 151B, S3A)</p> <p>Coordinator: <b>David Nugent, Interim Principal - High School</b>  100 Caruncle Drive, Oxford, MA 01540  508-987-6081</p>	<p><b>MA General Laws Chapter 76, Section 5</b>  This state law provides that “Every person shall have a right to attend the public schools of the town where he actually resides, subject to the following section. No school committee is required to enroll a person who does not actually reside in the town unless said enrollment is authorized by law or by the school committee. Any person who violates or assists in the violation of this provision may be required to remit full restitution to the town of the improperly-attended public schools. No person shall be excluded from or discriminated against in admission to a public school of any town, or in obtaining the advantages, privileges and courses of study of such public school on account of race, color, sex, gender identity, religion, national origin or sexual orientation.”</p> <p>Coordinator: <b>Nicholas Packard, Interim Registrar</b>  4 Maple Road, Oxford, MA 01540  508-987-6050 x1128</p>
<p><b>Section 504 of the Rehabilitation Act of 1973</b>  Section 504 provides that no otherwise qualified individual with a disability shall solely by reason of his/her disability, be excluded from the participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving federal financial assistance. The regulations implementing Section 504 require that public schools provide a free appropriate public education to each qualified handicapped person who is in the recipient’s jurisdiction, regardless of the nature or severity of the person’s handicap. (34 CFR 104.33)</p> <p>Coordinator: <b>Amy Belhumeur, Principal - Middle School</b>  497 Main Street, Oxford, MA 01540  508-987-6074</p>	<p><b>Title I of the Elementary and Secondary Education Act of 1965</b>  Title I is designed to help disadvantaged children meet challenging content and student performance standards. Staff should know that special education students are not deemed ineligible for Title I services because they receive special education services. Also, school districts must ensure that Title I funds are not being misused (e.g. referring an ESL student to a Title I program in order to meet the student’s language needs rather than providing an ESL program/class).</p> <p>Coordinator: <b>Dr. Susan Henrichon, Asst. Superintendent</b>  4 Maple Road, Oxford, MA 01540  508-987-6050 x1115</p>
<p><b>American with Disabilities Act of 1990</b>  The regulations implementing the ADA provide that: “A public entity that employs 50 or more persons shall designate a least one employee to coordinate its efforts to comply with and carry out its responsibilities under this part, including any investigation of any complaint communicated to it alleging its noncompliance with this part or alleging any actions that would be prohibited by this part. The public entity must make available to all interested individuals the name, office address, and telephone number of the employee(s) designated pursuant to this paragraph.” (34 CFR 35.107(a))</p> <p>Coordinator: <b>Dr. Susan Henrichon, Asst. Superintendent</b>  4 Maple Road, Oxford, MA 01540  508-987-6050 x1115</p>	<p><b>McKinney-Vento Homeless Education Assistance Act</b>  The federal McKinney-Vento Homeless Education Assistance Act requires that school districts immediately enroll homeless students in school, even if they do not have the documents usually required for enrollment, such as school records, medical records, or proof of residency. Homeless students have a right to either remain in their school of origin or to attend school where they are temporarily residing.</p> <p>Coordinator: <b>Dr. Susan Henrichon, Asst. Superintendent</b>  4 Maple Road, Oxford, MA 01540  508-987-6050 x1115</p>