**MORRISVILLE SCHOOL DISTRICT – MISSION STATEMENT**

The mission of the School District of the Borough of Morrisville is to prepare confident students who are knowledgeable and capable of utilizing academic and social skills necessary to thrive in a complex society by providing a superior education in a stimulating, secure environment through the effective use of challenging instructional strategies, technology and extra-curricular activities that are designed to meet the needs of individual students, capitalizing upon its unique position as a small district within a large area rich in historic and cultural resources.

**NOTICE OF NONDISCRIMINATION**

The School District of Borough of Morrisville 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, including in admission and employment.

Inquiries about Title IX may be referred to the School District of Borough of Morrisville Title IX Coordinator, the U.S. Department of Education’s Office for Civil Rights, or both. The District’s prohibition against sex discrimination includes sexual harassment and sexual violence. Moreover, the District believes that sexual violence is a form of prohibited sex discrimination.

The School District of Borough of Morrisville Title IX Coordinator is:

Jocelyn Torres

Human Resource/Payroll Manager

550 W. Palmer St.

Morrisville, PA 19067

215-736-8404

morrisvilletitleIX@mv.org

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The School District of Borough of Morrisville’s nondiscrimination policy and grievance procedures can be located at Policy 103 – Discrimination/Title IX Sexual Harassment Affecting Students and Policy 104 – Discrimination/Title IX Sexual Harassment Affecting Staff under the Policies tab on the District’s Boarddocs website at https://go.boarddocs.com/pa/morr/Board.nsf/Public.

To report information about conduct that may constitute sex discrimination or make a complaint of sex discrimination under Title IX, please refer to Polices 103 and 104 and contact the Title IX Coordinator at the addresses above.

**NONDISCRIMINATION STATEMENT**

The School District of Borough of Morrisville provides equal opportunity for ALL individuals to achieve, access programs and services and to secure employment. This opportunity in the Morrisville Educational Community, will be afforded to all individuals equally and will not be limited nor discriminated on the basis of race, color, age, religious creed, sex, gender, ancestry, national origin, or disability, as required by Title VI of the Civil Rights Act of 1964, Title IX of the 1972 Educational Amendments, Section 504 of the Rehabilitation Act of 1973, the Americans with Disability Act of 1990, and the Pennsylvania Human Relations Act of 1955 as amended.

Specifically, the District is required by Title IX not to discriminate on the basis of sex in the education programs or activities it operates. The District’s prohibition against sex discrimination includes sexual harassment and sexual violence.

For information regarding Civil Rights or grievance procedures, contact the Title IX Coordinator at 215-736-8404. The District is mandated by Federal and State Regulations to provide the necessary accommodations to insure equal access. If you require an accommodation to participate, please call the District’s Pupil Services Coordinator, at 215-736-5926.

ADA/Section 504 Coordinator- Supervisor of Special Education. 215-736-3036

Compliance Officer – Human Resource/Payroll Manager 215-736-8404

Title IX Coordinator – Human Resource/Payroll Manager 215-736-8404

550 W. Palmer St. Morrisville, PA 19067

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**NONDISCRIMINATION IN-SCHOOL AND CLASSROOM POLICY PRACTICES**

The Americans with Disabilities Act (ADA), Section 504 of the Rehabilitation Act and the Individual with Disabilities Education Act (IDEA) provides, in part, that “no otherwise qualified individual shall, solely by reasons of a disability, be excluded from participation in, be denied benefits of, or be subjected to discrimination in programs or activities sponsored by a public entity.” In accordance with the provisions of these federal and other state laws and regulations, the District sets as their standard the Non-Discrimination In-School and Classroom Practices (Policy #103). This policy provides guidance and accountability to ensure and maintain non-discrimination in school and classroom practices. It provides a conduit for complainants to be able to articulate their concerns and allegations. It also directs the Compliance Officer to investigate promptly and provide corrective action when allegations are substantiated. Confidentiality of all parties shall be maintained, consistent with the District’s legal and investigative obligations. Note: Non-Discrimination In-School and Classroom Practices, Policy #103 and other related policies; #103.1 Non-Discrimination – Qualified Student with Disabilities; #104 Non-Discrimination in Employment and Contract Practices; in their entirety can be found on the District website, www.mv.org.

ADA/Section 504 Coordinator- Supervisor of Special Education. 215-736-3036

Compliance Officer – Human Resource/Payroll Manager 215-736-8404

Title IX Coordinator – Human Resource/Payroll Manager 215-736-8404

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**DISCRIMINATION & HARASSMENT OF STUDENTS & STAFF**

It is the policy of the Morrisville Board of School Directors to support fully the laws prohibiting harassment and discrimination, including harassment and/or discrimination because of race, sex, sexual orientation, religion, color, national origin, ancestry, marital status, disability, medical condition and age as well as sexual harassment, and to maintain a learning environment which is free of any such harassment and discrimination.

**ANTI-Harassment STATEMENT**

The Board strives to provide a safe, positive learning climate for students in the schools. Therefore, it shall be the policy of the district to maintain an educational environment in which harassment in any form, including but not limited to sexual or disability harassment, is not tolerated.

Title IX of the Educational Amendments of 1972 states that no person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving federal financial assistance. Sex discrimination under Title IX includes sexual harassment and sexual violence. Sexual Harassment is defined as conduct on the basis of sex that satisfies one or more of the following:

1. An employee of the recipient conditioning the provision of an aid, benefit, or service on an individual’s participation in unwelcome sexual conduct.
2. Any unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the recipient’s education program or activity.
3. Sexual assault (as defined in the Clery Act), dating violence, domestic violence, or stalking as defined in the Violence Against Women Act (VAWA).

The District calls upon students and staff alike to cooperate to prevent sexual and disability harassment. Moreover, the District encourages any student who believes he or she has been subjected to sexual harassment or disability harassment to report the harassment to the District by contacting the following individuals:

ADA/Section 504 Coordinator- Supervisor of Special Education. 215-736-3036

Compliance Officer – Human Resource/Payroll Manager 215-736-8404

Title IX Coordinator – Human Resource/Payroll Manager 215-736-8404

550 W. Palmer St. Morrisville, PA 19067

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**Investigation**

The District is committed to the prompt investigation of discrimination or harassment complaints.

**Discipline of Offenders**

A finding by the investigator that a student has engaged in sexual or disability harassment or discrimination shall subject the student to appropriate consequences, consistent with school rules and district policies. This may include detention, suspension, exclusion from social activities, and/or expulsion from school. In addition, the District may refer students to the appropriate authorities for possible criminal charges.

Similarly, a finding by the investigator that an employee has engaged in sexual or disability harassment or discrimination shall promptly result in appropriate consequences, consistent with school rules, district policies, and applicable law. Such discipline may include, if circumstances warrant, termination from employment. In addition, the District may refer employees to the appropriate authorities for possible criminal charges.

**Reporting Acts of Retaliation**

If harassment and/or discrimination are found to have occurred, prompt and appropriate remedial action will be taken. No student or employee will be retaliated against for reporting harassment or discrimination or participating in an investigation thereof. Any student or employee who feels he/she has been retaliated against for making a complaint or participating in an investigation should immediately report the retaliatory act to the investigator of the original complaint and shall immediately commence an investigation in accordance with the procedures outlined above.

ADA/Section 504 Coordinator- Supervisor of Special Education. 215-736-3036

Compliance Officer – Human Resource/Payroll Manager 215-736-8404

Title IX Coordinator – Human Resource/Payroll Manager 215-736-8404

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