



Statement of Educational Goals and Student Objectives (10-220)(b) & (10-4(c))

Mission-Goals-Objectives

Goals for the Windham Charter School Corp.

School Mission:

The mission of Path Academy is to re-engage over-age, under-credited (OU) students in education, supporting them through mastery of the critical skills necessary for success in college, career, and community. Path Academy's innovative model, academic program, and overall vision has been created in service to the Windham region's over-age, under-credited students. Path Academy will offer these students a supportive environment in which to turn from current or future high school dropouts to scholars achieving high academic and non-academic standards.

School Vision:

The school's guiding mission to re-engage OU youth and support them on their paths to success drives the broader vision and school model for Path Academy. The school's core purpose and key values demand that we maintain a relentless focus on the following student academic outcomes:

- 1) Students will demonstrate mastery of core skills in all core content areas;
- 2) Students will significantly exceed national benchmarks for attendance and performance in reading, writing, and math;
- 3) Students will graduate with a Connecticut high school diploma;
- 4) Students will succeed in postsecondary placements (college and career).

In addition, students at Path Academy will maintain a constant focus our values in the areas of **P**ersonal development, **A**chievement, **T**eamwork, and **H**umanity, which will guide their journey toward success. Developing their PATH values will allow them to achieve not only the broad and long-term academic outcomes above, but also master academic (e.g. critical thinking) and non-academic (e.g. accountability) learning objectives. Aligned with the values of PATH, certain key elements of Path Academy's model will allow students to develop and follow these paths to success.



Nondiscrimination (Title VII – Civil Rights Act, 42. U.S.C. 2000e, et seq.)

Mission – Goals – Objectives

Nondiscrimination

The Windham Charter School Corp., (WCSC) in compliance with federal and state law, affirms its policy of equal educational opportunity for all students and equal employment opportunity for all persons.

Nondiscrimination in School and Classroom Practices

It is the policy of the school to provide equal opportunity for all students to achieve their maximum potential through the programs offered regardless of race, color, age, creed, religion, gender, sexual orientation, ancestry, national origin or disability.

The school shall provide to all students without discrimination, course offerings, counseling, assistance, employment, athletics and extracurricular activities. The school shall make reasonable accommodations for identified physical and mental impairments that constitute disabilities, consistent with federal and state statutes and regulations.

Students and third parties who have been subject to discrimination are encouraged to promptly report such incidents to the school Compliance Officer or designee.

All complaints of discrimination shall be investigated promptly. Corrective action must be taken when allegations are substantiated. Confidentiality of all parties shall be maintained, consistent with legal and investigative obligations.

Neither reprisals nor retaliation shall occur as a result of good faith charges of discrimination.

Nondiscrimination in Employment Practices

Equal Employment Opportunity

It is the policy of the school to provide equal opportunity in employment to qualified individuals regardless of age, race, color, religion, sex (including pregnancy), sexual orientation, disability, national origin, ancestry, marital status, veteran status, or any other classification protected by federal, state or local law. This commitment extends to all employment decisions, including but



not limited to: recruiting, hiring, promotion, training, compensation, discipline and discharge, and to all terms, benefits, privileges and conditions of employment. Discrimination in violation of this policy is prohibited and will not be tolerated.

We will attempt to achieve and maintain a diverse work force. These steps may include, but are not limited to, the following:

- Pursuing our affirmative action program along with regular review by the Board of Directors.
- Ensuring that the organization's policy regarding equal employment opportunity is communicated to all employees.
- Ensuring that hiring, promotion and salary administration practices are fair.
- To the extent that our employees are not diverse, we will make special recruitment efforts as part of this plan.

Each supervisor and member of management must provide equal opportunity for all employees with regard to work assignments, training, transfer, and advancement and other conditions and privileges of employment, and to work to ensure a continuation of this policy of equal employment opportunity.

Employees and third parties who have been subject to discrimination are encouraged to promptly report such incidents to the Compliance Officer.

All complaints of discrimination shall be investigated promptly. Corrective action must be taken when allegations are substantiated. Confidentiality of all parties shall be maintained, consistent with the legal and investigative obligations.

Neither reprisals nor retaliation shall occur as a result of good faith charges of discrimination.

Delegation of Responsibility

In order to maintain a program of nondiscrimination practices that is in compliance with applicable laws and regulations, WCSC designates the Principal as the school Compliance Officer.

The Compliance Officer shall publish and disseminate this policy and complaint procedure annually to students, parents, employees and the public. Nondiscrimination statements shall include the position, office address, and telephone number of the Compliance Officer.

The Compliance Officer is responsible to monitor the implementation of nondiscrimination procedures in the areas listed.



School and Classroom Practices:

1. **Curriculum and Materials:** Review curriculum guides, textbooks and supplementary materials for discriminatory bias.
2. **Training:** Provision of training for students and staff to identify and alleviate problems of nondiscrimination.
3. **Student Access:** Review of programs, activities, and practices to ensure that all students have equal access and are not segregated except when permissible by law or regulation.
4. **Support:** Assure that like aspects of the school program receive like support as to staffing, compensation, facilities, equipment, and related matters.
5. **Student Evaluation:** Review of tests, procedures, and guidance and counseling materials for stereotyping and discrimination.

Employment/Contract Practices:

1. Development of position qualifications, job descriptions and essential job functions.
2. Recruitment materials and practices.
3. Procedures for screening, interviewing, and hiring.
4. Promotions.
5. Disciplinary actions, up to and including terminations.

The Principal, or his/her designee, shall be responsible to complete the following duties when receiving a complaint of discrimination:

1. Inform the student, employee or third party of the right to file a complaint and the complaint procedures.
2. Inform the student complainant that he/she may be accompanied by a parent/guardian during all steps of the complaint procedure.



3. Notify the complainant and the accused of the progress at appropriate stages of the procedure.

4. Refer the complainant to the Compliance Officer, or the Board, if the Principal is the subject of the complaint.

Complaint Procedure –Student/Employee/Third Party

Step 1 – Reporting

A student, employee, or third party who believes he/she has been subject to conduct that constitutes a violation of this policy is encouraged to report the incident immediately to the Principal.

A school employee who suspects or is notified that a student has been subject to conduct that constitutes a violation of this policy shall immediately report the incident to the Principal.

If the Principal is the subject of the complaint, the student, employee, or third party shall report the incident directly to the Board.

The complainant is encouraged to use the report form available from the Principal, but oral complaints shall be acceptable.

Step 2 – Investigation

Upon receiving a complaint of discrimination, the Principal shall immediately investigate the complaint, unless the Principal is the subject of the complaint or is unable to conduct the investigation.

The investigation may consist of individual interviews with the complainant, the accused, and others with knowledge relative to the incident. Other information and materials relevant to the investigation may also be evaluated.

The obligation to conduct this investigation shall not be negated by the fact that a criminal investigation is pending or has been concluded.

Step 3 – Investigative Report

The Principal shall prepare a written report within fifteen (15) days, unless additional time to complete the investigation is required. The report shall include a summary of the investigation, a determination of whether the complaint has been substantiated as factual and whether it is a violation of this policy, and a recommended disposition of the complaint.

Copies of the report shall be provided to the complainant, the accused, and the Compliance Officer.

Step 4 –Action

If the investigation results in a finding that the complaint is factual and constitutes a violation of this policy, the school shall take prompt, corrective action to ensure that such conduct ceases and will not reoccur.

Disciplinary actions, in the case of students, shall be consistent with the school disciplinary practices, WCSC policies, administrative regulations, and state and federal laws.

Disciplinary actions, in the case of employees and third parties, shall be consistent with the Board policies, administrative regulations, state and federal laws, and applicable collective bargaining unit agreements.

Step 5 - Appeal Procedure

The complainant, if not satisfied with a finding of no violation of the policy or with the corrective action recommended in the investigative report, he/she may submit a written appeal to the Compliance Officer within fifteen (15) days.

The Compliance Officer shall review the investigation and the investigative report and may also conduct an investigation.

The Compliance Officer shall prepare a written response to the appeal within fifteen (15) days. Copies of the response shall be provided to the complainant, the accused, and the Building Principal who conducted the initial investigation.

(cf. 4111 – Recruitment and Selection)
(cf. 4111.1/4211.1 – Affirmative Action)
(cf. 4118.11 – Nondiscrimination)
(cf. 4118.111 – Grievance Procedure-Title IX)



- (cf. 4118.113/4218.113 – Harassment)
- (cf. 5145.4 – Nondiscrimination)
- (cf. 5145.5 – Sexual Harassment)
- (cf. 5145.51 – Peer Sexual Harassment)
- (cf. 5145.52 – Harassment)
- (cf. 5145.6 – Student Grievance Procedure)
- (cf. 6121 – Nondiscrimination)
- (cf. 6121.1 - Equal educational Opportunity)

Legal Reference: Title VII, Civil Rights Act, 42 U.S.C. 2000e, et seq.

29 CFR 1604.11, EEOC Guidelines on Sex Discrimination.

Title IX of the Educational Amendments of 1972, 20 U.S.C. 1681 et seq.

34 CFR Section 106.8(b), OCR Guidelines for Title IX.

Definitions, OCR Guidelines on Sexual Harassment, Fed. Reg. Vol 62, #49, 29 CFR Sec. 1606.8 (a0 62 Fed Reg. 12033 (March 13, 1997) and 66 Fed. Reg. 5512 (January 19, 2001)

Meritor Savings Bank. FSB v. Vinson, 477 U.S. 57 (1986)

Faragher v. City of Boca Raton, No. 97-282 (U.S. Supreme Court, June 26, 1998)

Gebbs v. Lago Vista Indiana School District, No. 99-1866, (U.S. Supreme Court, June 26, 1998)

Davis v. Monroe County Board of Education, No. 97-843, (U.S. Supreme Court, May 24, 1999.)

Connecticut General Statutes

46a-60 Discriminatory employment practices prohibited.

10-15c Discrimination in public schools prohibited. School attendance by five-year olds. (Amended by P.A. 97-247 to include “sexual orientation”)

10-153 Discrimination on account of marital status.

17a-101 Protection of children from abuse.

Policy Adopted: July 28, 2014