

**Nondiscrimination
 Equal Opportunity/Affirmative Action/Title IX
 ADA Title I Section 504/Chapter 622 Grievance Procedure**

Original approved changes in Annex C	Amendments proposed by Murphy, Lamere and Murphy in Annex E
<p>Page 1 Replace the word "regardless"</p> <p>Replace the word "settlement"</p>	<p>Page 1 Replace with "exclude or discriminate based upon..."</p> <p>Replace with "resolution"</p>
<p>Page 3 Delete "Boston Area Office"</p> <p>Delete the following agency: United States Department of Education POCH Building, 5 Post Office Square 9th Floor, Room 24 Boston, MA 02110 617-289-0100</p>	<p>Page 3 Deleted "Boston Area Office"</p> <p>Added "(MCAD)" after Worcester Office</p> <p>Agency deleted</p>
<p>Page 4 Replace the title "Retaliatory Action"</p>	<p>Page 3 Replace the Title to "Prohibition of Retaliation"</p>
<p>Page 4 Under "Findings of Discrimination," add new wording after "...terminate such discrimination"</p>	<p>Page 3 add "and remedy any effects of the discrimination" at the end of the sentence.</p>
<p>Page 4 New proposed language under "Sexual Harassment Policy"</p>	<p>Page 4 Add the following to the last sentence:</p> <p>....visitor shall not be tolerated. Further, any retaliation against an individual who has complained about sexual harassment or retaliation against individuals for cooperating in an investigation of a sexual harassment complaint is similarly unlawful and will not be tolerated.</p>

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<p>Page 5 New Paragraph added under "Sexual Harassment Grievance Procedures"</p>	<p>Page 5 The grievance procedures outlined below apply to complaints of sex discrimination filed by students against school employees, other students, or third parties. These procedures are intended to provide prompt and equitable resolution of complaints of discrimination and/or harassment on the basis of sex.</p>
<p>Pages 7 and 8 New language added (1-3) under "Miscellaneous Provisions" and renumber</p>	<p>Pages 7 and 8</p> <ol style="list-style-type: none"> 1. Upon notice of possible sexual harassment of students, the Worcester Public Schools will take immediate steps to investigate or otherwise determine what occurred and take prompt and effective corrective action to stop the harassment, eliminate a hostile environment if one has been created, and prevent harassment from occurring again. 2. All investigations of complaints of sexual harassment shall include due process protections to both parties, including the opportunity to present witnesses and other evidence and notice to the parties of the outcome of the complaint. 3. It may be appropriate for a school to take interim measures during the investigation of a complaint.
<p>Page 8 Replace "Penalties in Cases of Sexual Harassment"</p> <p>Replace the word "problems"</p> <p>Add new paragraph at the end of "Penalties in Cases of Sexual Harassment"</p>	<p>Page 8 Change Title to "Remedial Actions in Cases of Sexual Harassment"</p> <p>Change to "complaints"</p> <p>Remedial action by Worcester Public Schools will also include taking necessary steps to end the harassment, eliminate any hostile environment that has been created, and prevent its recurrence.</p>