

To: School Committee

From: Kathy Shields, Vice-Chair; Jill Murray Grady, General Counsel

Date: September 30, 2022 (for October 3, 2022 Meeting)

RE: Recommendations for Policy Revisions

In response to recent action taken by the 192nd General Court of the Commonwealth of Massachusetts: Acts of 2022, Chapter 117 (*race to include traits historically associated with race, including, but not limited to, hair texture, hair type, hair length, and protective hairstyles)(the CROWN Act), and federal guidance issued with respect to disciplining students with disabilities, we recommend revisions to the following policies, which can be grouped into two categories.

1. Changes to Policies to reflect expanded anti-discrimination protections promulgated under the CROWN Act:
 - a. ACE - Nondiscrimination Policy
 - b. JB - Equal Education Opportunities
 - c. JICA - Student Dress Code
 - d. JFBB - School Choice
 - e. GBA - Equal Employment Opportunity
 - f. GCF - Professional Staff Hiring

2. Update to Student Discipline Policy JIC to incorporate reference to federal guidance regarding disciplining students with 504 plans.

Enclosed with this memorandum, please find these above-referenced policies with the proposed revisions noted for review and discussion.