



135 BERKSHIRE STREET, CAMBRIDGE, MASSACHUSETTS 02141

March 18, 2025

TO THE HONORABLE MEMBERS OF THE SCHOOL COMMITTEE:

Approval of Revisions to Non-Discrimination on Basis of Sex Policy

Recommendation: That the School Committee approve the revisions to Non-Discrimination on the Basis of Sex Policy as detailed in the attached document.

These policy revisions are being presented for its second reading.

Description: This document contains revisions to Non-Discrimination Policy. These are based on the federal Title IX regulations that were promulgated in 2020. These changes are being made as a result of the January 9, 2025 decision issued by the United States Court of Appeals for the Sixth Circuit in the case of *Tennessee v. Cardona*, which vacated the federal Title IX regulations that went into effect on August 1, 2024.

Supporting Data: Non-Discrimination on Basis of Sex Policy.

Respectfully submitted,

David Murphy
Interim Superintendent of Schools

ACA - NON-DISCRIMINATION ON THE BASIS OF SEX

The Cambridge School Committee, in accordance with Title IX of the Education Amendments of 1972, declares that the school district does not and will not discriminate on the basis of sex, sex stereotypes, sex characteristics, marital status, familial status, pregnancy or pregnancy-related conditions and prohibits sex discrimination in any education program or activity that it operates, as required by Title IX, including in admission and employment. The School Committee further incorporates as if fully set forth herein its policy entitled Cambridge Public Schools Non-Discrimination Policy and ~~Prohibition Against its~~ Sexual Harassment Misconduct/Title IX Policy.

The School Committee will continue to ensure fair and equitable educational and employment opportunities, without regard to sex, to all of its students and employees.

The School Committee directs the Superintendent to designate an individual to act as the school district's Title IX ~~Coordinator~~ compliance officer.

All students and employees will be notified of the name, ~~and~~ office address, email address and telephone number of the Title IX Coordinator and the Deputy Title IX Coordinator ~~compliance officer~~. The Cambridge Public Schools shall provide a notice of non-discrimination along with the contact information for its Title IX Coordinator ~~and Deputy Title IX Coordinator~~ in accordance with guidance issued by the United States Department of Education. The notice shall be given to students, parents/guardians/caregivers, or other authorized legal representatives of elementary school and secondary school students; employees; applicants for admission and employment; and all unions and professional organizations holding collective bargaining or professional agreements with the Cambridge Public Schools.

The Cambridge Public Schools District shall prominently include all elements of its notice of nondiscrimination set out above on its website and in each handbook, catalog, announcement, bulletin, and application form that it makes available to persons entitled to notice under this section, or which are otherwise used in connection with the recruitment of students or employees.

LEGAL REFS.: Title IX of the Education Amendments of 1972, 20 U.S.C. §1681 as amended

45 C.F.R. Part 86, as amended

M.G.L.c. 76, §§5 & 16 (Chapter 622 of the Acts of 1971)

Access to Equal Educational Opportunity, 603 C.M.R. 26.00 as amended

CROSS REFS.: ACAB Non-Discrimination Policy

AC-R Civil Rights Grievance Procedures

ACABA-1 Sexual Misconduct/Title IX Policy

~~ACABA-2 Non-Discrimination on the Basis of Sex/Title IX Policy~~

REFERENCE: USDOE Notice of Interpretation—
~~<https://www.ed.gov/news/pressreleases/usdepartment-education-confirms-title-ix-protects-students-discriminationbased-sexualorientation-and-gender-identity>~~

Adopted: September 10, 2024