



Notice of Non-Discrimination

Keystone Educational Collaborative is committed in policy, principle, and practice to maintaining an environment which prohibits discriminatory behavior and provides equal opportunity for all persons. The collaborative affirms its commitment to provide a welcoming and respectful work and educational environment, in which all individuals within the collaborative community may benefit from each other's experiences and foster mutual respect and appreciation of divergent views. The collaborative will not be tolerant of conduct which violates rights guaranteed by the law or the collaborative policies. Accordingly, and pursuant to the Affirmative Action and Non-Discrimination Policy, the collaborative prohibits discrimination and harassment based upon protected characteristics, and retaliatory conduct, in accordance with state and federal non-discrimination laws, including but not limited to an individual's race, color, sex, religion, national origin, disability, sexual orientation, gender identity, pregnancy, homelessness, limited English speaking ability or political or union affiliation.

Title IX of the Education Amendments of 1972, Title VII of the Civil Rights Act of 1964, Section 504 of the Rehabilitation Act of 1973, the Violence Against Women Act of 1994, and the Massachusetts anti-discrimination laws.; MGL c76 §5.