

Annual Report Policy Against Discrimination, Harassment, Sexual Harassment and Retaliation

School Committee Meeting
October 22, 2025

The Public Schools of Brookline (PSB) is committed to providing a workplace and educational environment, programs, and activities, that are free from discrimination and harassment based on a protected category, and free from retaliation for engaging in a protected activity.

Federal and state laws, as well as the School Committee Policy Against Discrimination, Harassment, Sexual Harassment, and Retaliation voted 1/7/21 (Policy) provide the basis for the District's administrative compliance and resolution processes regarding reports of general harassment, sexual harassment, and discrimination for students, parents, and staff.

Annual Report

The policy requires the District's Civil Rights Compliance Coordinators prepare an **annual report** to the Superintendent and School Committee:

“regarding the number and resolution of any complaints or reports of violations under this Policy, along with any measures taken in the prior year, and/or anticipated for implementation in the coming year, to systemically address and prevent violations under this Policy.

Students

Civil Rights Category 	Number of Reported Incidents	Number of Formal Investigations	Number of Reported Incidents and Formal Complaints Substantiated*
Section 504	0	0	0
Title VI	9	9	2^^
Title IX	5	2	0^
Other Sexual Harassment (not Title IX)	1	1	1
Retaliation	2	2	1

Staff

Civil Rights Category	Number of Reported Incidents	Number of Formal Complaints	Number of Reported Incidents and Formal Complaints Substantiated
Section 504	0	0	0
Title VI	2	2	0
Title IX	0	0	0
Other Sexual Harassment (not Title IX)	1	1	0
Other Harassment	2	2	0^^
Retaliation	0	0	0

Responsive Measures

- Individualized supportive measures for all students involved
- Educational activities
- Safety Plans for all students involved as indicated
- “No Contact” plans
- Review of behavior expectations
- Individualized corrective action for alleged respondent

Proactive Measures Spring/Summer 2025

- Spring 2025: Leadership Team Training & Calibration (principals, deans, assistant principals)
- Summer 2025: Leadership Team Training & Calibration with counsel
- Summer 2025: Annual Title IX and Civil Rights training for employees
- Fall 2025: Attorney General's Office Webinar on Combating Hate in Massachusetts Schools; Special Commission on Combating Antisemitism
- Ongoing work to foster bias-free learning environments for all students
- Enhanced data collection methods to ensure accurate accounting and reporting of all incidences

District Coordinators

Karen Shmukler, Ed.D., LMFT

Interim Deputy Superintendent of Student Services

District Title IX and Title VI Coordinator (Students)

Matthew DuBois, PhD., NCSP

Senior Director of Clinical Services and Social-Emotional Learning

District 504 Coordinator

Alvin Cooper

Director of Human Resources

District Title IX and Title VI; ADA (Staff)