



# **Policy Against Discrimination, Harassment, Sexual Harassment and Retaliation Annual Report to Public Schools of Brookline Superintendent and School Committee**

To: Superintendent and School Committee

From: The Office of Student Services, The Office of Educational Equity, and Human Resources

Date: June 30, 2025

## **I. Introduction**

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. Consequently, the District must take prompt, equitable, and remedial action within its authority when it receives reports, complaints, and grievances, either informally or formally, which allege acts of discrimination, harassment, sexual harassment, and/or retaliation.

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.

Policy requires the District's Civil Rights Compliance Coordinators prepare an annual report to the Superintendent and School Committee, and states in pertinent part, "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. Both substantiated and unsubstantiated complaints or reports of violations of this Policy shall be included in the annual report to the Superintendent and School Committee. In assembling the annual report, the Coordinators shall include all written complaints or reports of violations under this Policy to which the Coordinators become aware, irrespective of whether the complaints or reports of violations comply with the formal procedural mechanisms for reporting. The Coordinators shall make their best effort to include subtotals and subcategories of reported violations in the annual report to the Superintendent and School Committee, so as to best inform the Superintendent and School Committee of the state of reported discrimination and harassment in the schools."

Additionally, regarding incidents of sexual harassment specifically, the report shall include at minimum:

1. the total number of allegations of sexual harassment reported to the district's Title IX coordinator by a student or employee of the district against another student or employee of the district;
2. the number of allegations made by a student or employee of the district against another student or employee of the district investigated by a local or state law enforcement agency, if known;
3. the number of students and employees found responsible for violating the district's policies prohibiting sexual harassment;
4. the number of students and employees found not responsible for violating the district's policies prohibiting sexual harassment; and
5. the number of disciplinary actions imposed by the district as a result of a finding of responsibility for violating the district's policies prohibiting sexual harassment. Such incident data shall be reported in the form and manner that complies with state and federal privacy laws.

Therefore, in accordance with Policy, the District Civil Rights Compliance Coordinators are submitting this report for review of the Superintendent and School Committee. This report shall be publicly posted on the District's [Civil Rights/Nondiscrimination](#) website page to be accessible to the general public by July 1st.

## **II. Incident Reporting and Investigation Information**

As stated in the introduction, the Policy Annual Report to the Superintendent and School Committee must include information regarding incidents of harassment and discrimination that occurred over the course of the school year and must include specific information about formal complaints filed.

The information detailed below is a breakdown of reported incidents across the district where students were the alleged respondent. All parties involved in the incidents were offered or provided supportive measures regardless of whether a formal complaint was filed or not. These numbers include both substantiated and unsubstantiated reports:

<b>Civil Rights Category</b>	<b>Number of Reported Incidents</b>	<b>Number of Formal Investigations</b>	<b>Number of Reported Incidents and Formal Complaints Substantiated*</b>
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

^There is an active Title IX investigation happening at the time of this report.

^^ There are two active Title VI investigations happening at the time of this report

\*Please note that unsubstantiated complaints may still result in discipline under the PSB code of conduct

The information detailed below is a breakdown of reported incidents across the district where staff or the District were the alleged respondent. These numbers include both substantiated and unsubstantiated reports:

<b>Civil Rights Category</b>	<b>Number of Reported Incidents</b>	<b>Number of Formal Complaints</b>	<b>Number of Reported Incidents and Formal Complaints Substantiated</b>
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

^^ There are two Other Harassment complaints which were filed during the course of 2024-2025 school year. Upon information and belief, one was not investigated to completion due to the complainant's non-participation in the investigation. Upon information and belief, the other complaint was referred to counsel and requires investigation by counsel.

## **Sexual Harassment Additional Information**

In accordance with Policy, this additional information is specific to allegations of sexual harassment (includes Title IX and other sexual harassment) reported:

- Of the student reports of sexual harassment (including formal complaints), all reports were by students against another student.
- Of the staff reports of sexual harassment (including formal complaints), all reports were by staff against another staff member.
- There were no reports of sexual harassment by students against an employee of the District.
- No reports of student sexual harassment were investigated by a local or state law enforcement agency.

With respect to addressing reports of sexual harassment, the most common types of remedies applied for both formal and informal complaints consisted of the following:

- Individualized supportive measures for all students involved
- Safety Plans for all students involved
- Mutual “No Contact” plans
- Mutual Walking Plans to ensure students do not meet during the school day
- Review of behavior expectations
- Individualized corrective action for alleged respondent

Further breakdown of the incidents by school and to include student demographic information has not been included in this report in order to maintain the confidentiality and privacy of either an alleged complainant, alleged respondent, or both. That is, since some schools only reported one incident, by reporting the school or by providing demographic information of the students involved in the reported incident, it may be possible to determine the specific identity of the parties involved, thereby violating student privacy. That said, it will be the work of the District Civil Rights Coordinators to conduct a more comprehensive analysis of the student demographic information of reported sexual harassment incidents for the purposes of determining appropriate strategies for the prevention or intervention of sexual harassment and sexual violence.

### **III. Measures Anticipated for Implementation in the Coming Year to Systematically Address and Prevent Violations Under the Policy**

- During the summer of 2025, the District will prepare the annual mandated reporter training for employees and the annual Title IX and Civil Rights training for employees.

- During the summer of 2025, the District will update the District's Section 504 Manual for building coordinators.
- The District will continuously review its procedures and protocols to effectively respond to reported incidents of alleged sexual harassment and to ensure that they comply with state and federal regulations, are clear and not confusing, and consider developmentally appropriate supports and due process rights for all parties involved.
- The District will review and provide input on the educational activities for students regarding the awareness and prevention of sexual misconduct and sexual harassment.
- The District will review and provide input on the training activities for staff regarding the awareness and prevention of sexual misconduct and sexual harassment.
- The District will review educational activities for students and training activities for staff to ensure that these programs do not merely demonstrate compliance with applicable federal and state laws, but also demonstrate the District's commitment to safe and civil education and work environments.
- The District will provide and track the annual completion of employee civil rights training.
- The District will review its current data collection methods and capabilities to determine levels of centralized collection reporting across schools.

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