



CTECS Title IX Policy

Prohibited Sex Discrimination, Sex-Based Harassment, and Retaliation

CTECS is committed to providing an educational and employment environment that is free from discrimination in any form. CTECS adheres to all federal, state, and local civil rights laws prohibiting sex discrimination and sex-based harassment in employment and education. CTECS does not discriminate in its admissions practices, employment practices, or educational practices on the basis of sex, except as may be permitted by law. As a recipient of federal financial assistance for education activities, CTECS is required by Title IX of the Education Amendments of 1972 (Title IX) to ensure that all of its education programs and activities do not discriminate on the basis of sex. Sex includes sex assigned at birth, sex stereotypes, sex characteristics, gender identity or expression, sexual orientation, and pregnancy or related conditions. Sex discrimination is prohibited under Title IX and by CTECS' policy, and it includes sex-based harassment, sexual assault, dating and domestic violence, stalking, quid pro quo harassment, hostile environment harassment, disparate treatment, and disparate impact.

CTECS also prohibits retaliation against any person opposing sex discrimination or sex-based harassment or participating in any internal or external investigation or complaint process related to allegations of sex discrimination.

Any CTECS' employee or student who acts to deny, deprive, or limit the educational, employment, or social access, opportunities, and/or benefits of any member of the CTECS community on the basis of sex is in violation of CTECS' Title IX policy and shall be subject to disciplinary action, up to and including expulsion or termination, respectively.

CTECS values and upholds the equal dignity of all members of its community and strives to balance the rights of the parties in the resolution process during what is often a difficult time for all involved. To ensure compliance with federal, state, and local civil rights laws and regulations, and to affirm its commitment to promoting the goals of fairness and equity in all aspects of the education program or activity, CTECS has developed policies and procedures that provide for prompt, fair, and impartial resolution of allegations of sex-based harassment.

Within any resolution process related to this policy, CTECS provides reasonable accommodations to persons with disabilities and religious accommodations when that accommodation is consistent with federal and state law.

Any person may report sex-based discrimination or harassment (regardless of whether the reporter is the person who experienced the conduct) in person, by mail, by telephone, by video, or by email at any time, including non-business hours.

Students and parents may contact the District Title IX Coordinator or their school Equity Coordinator.

Linda Leyhow, District Title IX Coordinator
39 Woodland Street, Hartford, CT 06105
Linda.Leyhow@cttech.org
Office: 860-807-2106 and Cell: 959-895-2710

Employees may contact the Affirmative Action Equal Employment Opportunity Director.

Levy Gillespie, Affirmative Action Equal Employment Opportunity Director
450 Columbus Boulevard, Hartford, CT 06103
Levy.Gillespie@cttech.org
Office: 860-807-2071

A person may also file a complaint with the appropriate federal or state agency within the time permitted by law.

U.S. Department of Education
Office for Civil Rights
5 Post Office Square, Suite 900
Boston, MA 02109-3921
OCR.Boston@ed.gov
(617) 289-0111
Fax number (617) 289-0150
TTY/TDD (877) 521-2172

Commission on Human Rights and Opportunities
450 Columbus Boulevard, Suite 2
Hartford, CT 06103-1835
(860) 541-3400
TDD: 1 (860) 541-3400
Connecticut Toll Free: 1 (800) 477-5737

CTECS' [statement of nondiscrimination](#) and [grievance procedures](#) are available on CTECS' website.