



The New England Center  
for Children®  
*Autism Education and Research*

## **NECC Notice of Non Discrimination**

### **NECC Notice of Nondiscrimination**

The New England Center for Children (NECC) does not discriminate on the basis of race, color, national origin, ancestry, religion, sex, sexual orientation, including gender identity, marital status, civil union status, age, homelessness, physical or mental disability, military status, or unfavorable discharge from the military service in treatment or employment at NECC, admission or access to NECC, or any other aspect of the educational programs and activities that NECC operates.

NECC is required by Title VI of the Civil Rights Act of 1964 (Title VI), section Section 504 of the Rehabilitation Act of 1973 (Section 504), Title IX of the Education Amendments of 1972 (Title IX), the Age Discrimination Act of 1975 (Age Act), and their respective implementing regulations at 34 C.F.R. Parts 100, 104, 106 and 110, not to discriminate on the basis or of race, color, national origin, disability, sex, or age.

Inquiries concerning the application of each of the statutes and their implementing regulations to NECC may be referred to the U.S. Department of Education, Office for Civil Rights, at (617-) 289-0111) or 5 Post Office Square, 8th Floor, Boston, MA 02109-3921, or at NECC:

Title I Coordinator for NECC:

Michael Downey, Chief Financial Officer and Executive Vice President. 33 Turnpike Road, Southborough, MA 01772, 508-481-1015

Title VI Coordinator, Section 504 Coordinator, Age Act Coordinator, Title IX Coordinator for NECC:

Meghan Reidy, Director of Compliance. 33 Turnpike Road, Southborough, MA 01772, 508-481-1015

### **Grievance Procedures**

Students, faculty, staff, administrators and other members of the NECC community who believe they have been sexually harassed or discriminated against on the basis of sex (whether by students, faculty, staff, administrators, contractors or others) should contact the Title IX Coordinator. NECC strongly encourages each complainant to put his or her complaint in writing, providing a detailed description of the alleged events that are the basis for the complaint and a list of witnesses to the events. Written complaints should be submitted directly to the Title IX Coordinator.

Upon notification of a complaint, the Title IX Coordinator will, by him/herself or in conjunction with another appropriate office (e.g., Human Resources), conduct a prompt and thorough investigation of any sexual harassment or discrimination complaint, interviewing the complainant and other witnesses as needed. The investigation will be kept as confidential as is feasible in light of the duty of NECC to review and address sexual harassment and other forms of sex discrimination. Ordinarily, the Title IX Coordinator will endeavor to interview the complaining party and to obtain detailed information within one week of receiving an initial complaint from that individual. Other witnesses will be interviewed and any other information will be gathered promptly, usually within three weeks after the initial interview with the complaining party.

Revised: March 2023

Revised By: Meghan Reidy, Director of Compliance



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When the investigation is completed, the Title IX Coordinator will decide what corrective action, if any, should be taken to prevent a recurrence and to correct any discriminatory effects. The Title IX Coordinator will then notify the complaining party that the investigation has been completed and explain what corrective action, if any, will be taken. The complainant will generally not be provided information of specific disciplinary action taken against other persons, unless the disciplinary action will directly impact the complainant, such as whether and/or when the subject(s) of the complaint may be present in the school environment. Not all forms of sex-based misconduct will be deemed to be equally serious offenses, and NECC reserves the right to impose different sanctions depending on the severity of the offense and/or offender history.

A person may also file a written complaint with the Department of Education's Office for Civil Rights regarding an alleged violation of Title IX by visiting <http://www2.ed.gov/about/offices/list/ocr/docs/howto.html>

### **Retaliation Prohibited**

NECC will not tolerate any form of retaliation against any applicant, student or employee who reports sexual harassment or discrimination or who participates in any investigation of sexual harassment or discrimination. Any applicant, student or employee who believes he or she has been the victim of retaliation, should contact the Title IX Coordinator.

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Developed by Michael Rossi, Esq. Clark, Hunt, Ahern, & Embry February 2013  
Adopted by NECC Executive Committee February 2013

Revised: March 2023  
Revised By: Meghan Reidy, Director of Compliance