



# Shrewsbury Public Schools

Barbara A. Malone  
Director of Human Resources

To: Shrewsbury School Committee  
CC: Shrewsbury School Committee Sub-Committee for Policy  
From: Barbara A. Malone  
Re: Title IX & Anti-Harassment Policy Draft  
Date: January 21, 2021

There are two major reasons for introducing a new policy draft of the Title IX & Anti-Harassment Policy at this time.

1. Federal guidance changed during this past year and the final rule was established at the federal level in late September 2020.
2. Our attorney has recommended combining the previously separate policies for staff (Policy #316) and students (Policy #645) into a single policy statement for both groups.

The School Committee Policy Subcommittee met to discuss the attached draft, which has been reviewed by legal counsel. Thank you to Ms. Sandra Fryc, Mr. Jason Palitsch, and Dr. Joseph Sawyer for their contributions.

After establishment of a new policy by the School Committee, we will take the following next steps to operationalize the policy change:

1. Engage our attorney to train all potential investigators, which includes all members of the Central Office Leadership Team, as well as all Principals and Assistant Principals.
2. Post the training materials on our website, per the regulation.
3. Update other handbooks and documents which may reference Title IX or harassment investigations.