

## Non-Discrimination Policy

In compliance with the Executive Order 11246; Title II of the Education Amendments of 1976; Title VI of the Civil Rights Act of 1964, as amended by the Equal Employment Opportunity Act of 1972; Title IX Regulation Implementing Education Amendments of 1972; Section 504 of the Rehabilitation Act of 1973; the Age Discrimination Act of 1975; the Americans with Disabilities Act of 1990; and all other Federal, State, school rules, laws, regulations and policies, the School District of Elcho, shall not discriminate on the basis of sex, age, color, religion, national origin, ancestry, creed, sexual orientation, pregnancy, marital or parental status, or physical, mental, emotional or learning disability. In addition, arrangements can be made to ensure that the lack of English language skills is not a barrier to admission or participation. All career and technical education opportunities will be offered on a nondiscriminatory basis (without regard to race, color, national origin, sex, disability, etc.) These opportunities include career exploration and planning for all middle school students and other opportunities that become available. It is the intent of the School District of Elcho to comply with both the letter and the spirit of the law in making certain discrimination does not exist in its policies, regulations, and operations. Complaint procedures for Title IX, Section 504 and Americans with Disabilities Act have been established for students, their parents, and employees who feel discrimination has been shown by the School District of Elcho.