

NONDISCRIMINATION

The Perry Board of Education is committed to a policy of nondiscrimination. There will be no discrimination in this district on the basis of race, religion, color, national origin, sex, pregnancy, gender, gender expression or identity, disability, genetic information, veteran status, sexual orientation, or age in its employment, programs, and activities. This policy will prevail in all matters concerning staff, students, the public, employment, admissions, financial aid, educational programs, events, and services, facilities access, and individuals, companies, and firms with whom the board does business. The district also provides equal access to the Boy Scouts of America and other designated youth groups.

The following administrator has been designated to handle inquiries regarding the district's non-discrimination policies:

- Section 504/Title II of the Americans with Disabilities Act (for questions or complaints based on disability)
- Title VI of the Civil Rights Act (for questions or complaints based on race, color and national origin)
- Title IX (for questions or complaints based on sex, pregnancy, gender, gender expression or identity)
- Age Act (for questions or complaints based on age)

In addition, any individual who has experienced some other form of discrimination, including discrimination not listed above, may contact:

Superintendent of Schools
Perry Public Schools
900 Fir Street
Perry, OK 73077
580-336-4511

Outside assistance may be obtained from:

U.S. Department of Education, Office for Civil Rights
One Petticoat Lane, 1010 Walnut Street, Suite 320
Kansas City, MO 64106
816-268-0550; 816-268-0599 (fax); 877-521-2172 (TTY)
Email: OCR.KansasCity@ed.gov

Racial discrimination shall include racial slurs or other demeaning remarks concerning another person's race, ancestry, or country of origin and directed toward an employee, a student or a visitor.

The following statement will be included in all course announcements, bulletins disseminated to all students, materials used for recruiting or describing programs and training, application or enrollment forms, brochures, and catalogs:

"The Perry Board of Education does not discriminate on the basis of race, religion, color, national origin, sex, pregnancy, gender, gender expression or identity, disability, genetic information, veteran status, sexual orientation, or age in its employment, programs, and activities."

**REFERENCE: Oklahoma Constitution, Article 1, Section 6
Title 6, Title 7, Civil Rights Act of 1964 as amended by the Equal Employment Opportunity Act of 1972
Executive Order 11246, as amended by Executive Order 11375**

NONDISCRIMINATION (Cont.)

Equal Pay Act, as amended by the Education Amendments of 1972

Rehabilitation Act of 1973, §504

Education for All Handicapped Children Act of 1975

Immigration Reform and Control Act of 1986

Americans With Disabilities Act of 1990, 42 U.S.C. §12101, as amended by the Americans with Disabilities Amendments Act of 2008

Age Discrimination in Employment Act of 1967

Genetic Information Nondiscrimination Act of 2008

Individuals With Disabilities Education Act, 20 USC §1400, et seq.

CROSS-REFERENCE: Policy DC, Employment Practices