

POLICY TYPE: ENDS/GOALS

POLICY TITLE: NONDISCRIMINATION

East Allen County Schools is committed to providing a safe learning and work environment where all members of the school community are treated with dignity and respect. It is the policy of the East Allen County Schools to prohibit discrimination and harassment on the basis of race, color, religion, sex, national origin, age, disability, place of birth, sexual orientation, or any other characteristic protected by law in its education programs or employment policies as required by federal, state, and local nondiscrimination laws. East Allen County Schools provides equal access to the Boy Scouts and other designated youth groups. Each individual will be given the opportunity to develop and achieve to the maximum extent possible, being limited only by individual differences.

East Allen County Schools also prohibits retaliation against persons who report discrimination or harassment in violation of this policy or participate in related proceedings and is committed to taking all appropriate remedial actions against individuals who engage in retaliation.

East Allen County Schools encourages reporting of all perceived incidents of discrimination, harassment, or retaliation. An individual who believes that he or she has experienced discrimination, harassment, or retaliation (or a parent or guardian who believes his or her child has experienced discrimination, harassment, or retaliation) in violation of this policy should promptly report the incident to any of the individuals listed below. EACS is committed to commence an immediate, thorough investigation of all complaints of discrimination, harassment, or retaliation. Complaints need not be in formal written format. The formal complaint form is found in the Parent/Staff and Patron Complaint and Request Procedure (Administrative Guideline 1210).

The following people have been designated to handle inquiries regarding this policy:

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Student – Disability (Section 504) Discrimination or Harassment

Mrs. Connie Brown, Director of Special Services
East Allen County Schools
1240 State Road 930 East
New Haven, Indiana 46774
(260) 446-0100
cbrown@eacs.k12.in.us

Student – Discrimination, Harassment or Retaliation

Mrs. Michelle Wenglikowski, Director of Student Services
East Allen County Schools
1240 State Road 930 East
New Haven, Indiana 46774
(260) 446-0100
mwenglikowski@eacs.k12.in.us

Employee – Discrimination, Harassment or Retaliation

Mrs. Tina Grady, Director of Human Resources
East Allen County Schools
1240 State Road 930 East
New Haven, Indiana 46774
(260) 446-0100
tgrady@eacs.k12.in.us

In addition, an individual may file a complaint with the U.S. Department of Education's Office for Civil Rights ("OCR"). The OCR may be reached at:

United States Department of Education

Office for Civil Rights

500 West Madison Street, Suite 1475
Chicago, IL 60661-4544
Telephone: (312) 730-1560
Facsimile: (312) 730-1576
Email: OCR.Chicago@ed.gov

Any other information concerning the above policy may be obtained by contacting the Superintendent.
