

**POLICY TYPE: ENDS/GOALS**

**POLICY TITLE: NONDISCRIMINATION**

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It is the policy of the East Allen County Schools not to discriminate on the basis of race, color, religion, sex, national origin, age or disability in its education programs or employment policies as required by the Indiana Civil Rights Act (*I.C. 22-9-1*), (*I.C. 20-33-1*), Titles VI and VII of the Civil Rights Act of 1964, the Equal Pay Act of 1973, Title IX (1972 Education Amendments), Section 504 of the Rehabilitation Act of 1973 and Title I and Title II of the Americans with Disabilities Act of 1990. Each individual will be given the opportunity to develop and achieve to the maximum extent possible, being limited only by individual differences.

Therefore, East Allen County Schools will foster an educational environment that provides equal educational opportunity for all students pursuant to all applicable laws. Grievances regarding compliance with this policy, Section 504 of the Rehabilitation Act of 1973 or Title I or Title II of the Americans with Disabilities Act of 1990 should be directed to the following individuals:

Educational Services

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

Employment

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

Parents or guardians or students who believe the East Allen County Schools has violated Section 504 of the Rehabilitation Act of 1973 or Title I or Title II of the Americans with Disabilities Act, or feels they or their child has been discriminated against in violation of this policy, may file a grievance with East Allen County

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Schools employees Tina Grady and Connie Brown at the addresses, telephone numbers, or email addresses listed above or the United States Department of Education's Office of Civil Rights:

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

The East Allen County Schools is also committed to equal opportunity. East Allen County Schools is an Equal Opportunity-Affirmative Action Employer and does not discriminate on the basis of age, race, color, religion, sex, national origin, or disability, including limited English proficiency, in any employment opportunity. No person is excluded from participation in, denied the benefits of, or otherwise subjected to unlawful discrimination on such basis under any educational program or student activity. In addition, the East Allen County Schools shall not retaliate against persons who report discrimination on the basis of age, race, color, religion, sex, national origin, or disability or participate in related proceedings. East Allen County Schools will take all appropriate remedial actions against East Allen County Schools' employees who engage in retaliation against persons who report discrimination on the basis of age, race, color, religion, sex, national origin, or disability or participate in related proceedings.

East Allen County Schools has a policy which is currently being practiced. All courses are open to all students regardless of age, race, color, religion, sex, national origin, or disability, including limited English proficiency. Educational services, programs, instruction and facilities will not be denied to anyone in the East Allen County Schools as the result of his or her age, race, color, religion, sex, national origin, or disability.

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

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**East Allen County Schools Gender Equity Procedure** - Compliance with Title IX and with the associated regulations is an on-going process. It is the policy of East Allen County Schools to provide equitable programs for all students. To file a grievance about Title IX, contact:

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

OR

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