

## **Public Notice of Non-Discrimination**

In an effort to provide a safe, respectful educational environment, the Marion School District prohibits discrimination in its policies, employment practices and programs on the basis of race, color, creed, religion, national origin, citizenship, ancestry, gender, marital status, pregnancy, sexual orientation, age, disability, veteran's status, or any other protected class in the offering of all benefits, services, and educational and employment opportunities.

In addition, the district does not discriminate in the opportunities for students on the basis of parental status, marital status, or pregnancy, nor shall such students be excluded from any program or activity, including any class or any extra-curricular activity.

Prohibited acts of discrimination also include racial, sexual, ethnic or other types of slurs, insults, intimidation, harassment and other such conduct directed toward another person.

Individuals with concerns or inquiries about discrimination including harassment are encouraged to attempt to resolve the grievance informally by working with the school administrator most directly involved in the situation. If an acceptable resolution is not achieved, the district has designated Supt. David Colberg to administer and respond to inquiries and formal complaints regarding the application of its non-discrimination policies.

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Sources: Title II of the Americans with Disabilities Act of 1990 and Section 504 of the Rehabilitation Act of 1973 (discrimination based on disability); Title VI of the Civil Rights Act of 1964 (discrimination based on national origin or race); Title IX of the Education Amendments for 1972 (discrimination based on gender); and the Age Discrimination Act of 1975 (discrimination based on age).