



## **DESERT SKY MONTESSORI NON-DISCRIMINATION POLICY**

Desert Sky Montessori shall promote non-discrimination and an environment free of harassment based on an individual's race, religion, sex, national origin, disability, parental or marital status or age or because of the race, religion, sex, national origin, disability, parental marital status, sexual orientation, gender identity, gender expression or age of any other persons with who the individual associates.

In keeping with requirements of the federal and state law, Desert Sky Montessori strives to remove and vestige of discrimination in employment, assignment and promotion of personnel; in education opportunities and services offered student; in student assignment to schools and classes; in student discipline; in location and use of facilities; in educational offerings and materials; and in accommodation the public at public meetings.

The Board encourages staff to improve human relations within the school and to establish channels through which citizens can communicate their concerns to the Head of School and the Board.

The Head of School will be the individual to contact on issues, concerning the Americans with Disabilities Act, Section 504 or the Rehabilitation Act of 1973, Title VI, Title VII, Title IX, and other rights or discrimination issues.

Section 504 and the ADA prohibit discrimination against an individual because he/she has opposed any discrimination act or practice or because that person has filed a charge, testified, assisted or participated in an investigation, proceeding or hearing. The ADA further prohibits anyone from coercing, intimidating, threatening, or interfering with an individual for exercising the rights guaranteed under the act.

### Legal References:

ORS 192.630, 659.028, 659.150, 659.270, 326.051(1)(e), 659.029, 695.165, 659.340, 342.934(3), 659.030, 659.175, 659.405, 659.015, 659.035, 659.210, 659.410, 695.020, 659.037, 659.230, 659.415, 659.425

OAR 581-210945 OAR 581-22-505

Title VI of the Civil Right Act of 12-964, 42 U.S.C.A. Section 200 (d)(West 1985)

Title VII of the Civil Right Act of 1964 as amended

Age Discrimination In Employment Act 1967 as amended

Age Discrimination Act of 1975 as amended

Equal Pay Act of 1963 as amended

Rehabilitation Act of 1973 Title IX of the Education Amendments of 1972

Americans with Disabilities Act of 1990

Wygant V. Jackson Boar of Education 1989