

# **NON-DISCRIMINATION AND ACCESSIBILITY NOTICE**

CCSD does not discriminate against any person on the basis of race, creed/religion, color, national or ethnic origin, sex, gender identity or expression, sexual orientation, disability, marital status or age, in admission or access to, treatment or employment, or participation in its programs and activities, and provides equal access to the Boy Scouts of America and other designated youth groups, pursuant to federal and state laws including, but not limited to, Title VI and VII of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, Section 504 of the Rehabilitation Act of 1973, Title II of the Americans with Disabilities Act of 1990, the Individuals with Disabilities Education Improvement Act (IDEA), and the Boy Scouts of America Equal Access Act.

## **Concerns of Employees and Other Employment Related Matters**

### **(including applicants for employment, race based complaints, and sexual harassment complaints)**

CCSD is an equal opportunity employer. Inquiries regarding employment-related issues and Title IX may be referred to CCSD's Executive Manager, Diversity, Affirmative Action and ADA Programs/Title IX Coordinator for employees, who is located at 5100 W. Sahara Ave., Las Vegas, NV 89146 and may be contacted at (702) 799-5087.

Employees who feel discriminated against should contact their immediate supervisor and/or the Executive Manager, Diversity, Affirmative Action and ADA Programs/Title IX Coordinator, as the first step in initiating the district's established complaint procedure.

## **Concerns of Students, Parents and Other Program Participants**

### **1) Disability Discrimination (Title II)**

CCSD is committed to nondiscrimination in its programs, activities and services, and to providing facility accessibility. Parents, students, staff, or other members of the public, who are seeking information or have questions about the existence and location of accessible services, activities, and facilities in the district, should contact the building principal with their inquiry. The building principal may, if necessary, refer the person to one or more of the following individuals, who will respond to the inquiry within a reasonable period of time:

#### **Facility Accessibility:**

Facilities Division, Building Department Director, located at 4190 McLeod, Las Vegas, NV 89121, (702) 799-7605

#### **Employee or Public Access/Services Issues:**

Executive Manager, Diversity, Affirmative Action Programs/ADA Coordinator, located at 5100 W. Sahara Ave., Las Vegas, NV 89146, (702) 799-5087, email address: [colecq@nv.ccsd.net](mailto:colecq@nv.ccsd.net)

#### **Transportation:**

Department of Transportation Director, located at 975 W. Welpman Way, Henderson, NV 89044, (702) 799-6980

#### **Student Programs/Services Access:**

Student Services Division, Chief Compliance Officer (Section 504 and IDEA Disability Related), located at 4170 McLeod, Las Vegas, NV 89121, (702) 799-1020, email address: [msharley@interact.ccsd.net](mailto:msharley@interact.ccsd.net)

Students, parents, and other program participants who feel discriminated relating to school transportation may initiate a complaint by contacting the principal of the school in question. The building principal will work with the designated employee and respond to the inquiry within a reasonable period of time. The designated school employee who is responsible to work with the school principal in resolving the complaints regarding:

- a. disability discrimination concerns, that arise at the school and on the school bus, is the Chief Compliance Officer, Student Services Division, who is located at 4170 McLeod, Las Vegas, NV 89121, (702) 799-1020, email address is: [msharley@interact.ccsd.net](mailto:msharley@interact.ccsd.net); and
- b. school bus transportation concerns in general, is the Director of Transportation, who is located at 975 W. Welpman Wy., Henderson, NV 89044, and may be contacted at (702) 799-6980.

If parents or members of the public have additional concerns or complaints regarding their accessibility inquiry, they also may initiate a formal review by completing a Public Concern Form and trigger the public concern process as outlined in CCSD Regulation 1213.1, as described above.

### **2) Discrimination under Title VI (race, color or national origin)**

Title VI concerns can be addressed by contacting the Executive Manager, Diversity, Affirmative Action and ADA Programs/Title IX Coordinator, who is located at 5100 W. Sahara Ave., Las Vegas, NV 89146, (702) 799-5087. Concerns may also be addressed by completing the complaint/grievance process outlined in CCSD Regulation 1213.1 (public concern). This process allows anyone who has a concern to initiate a formal review by completing a Public Concern Form and trigger the public concern process as outlined in CCSD Regulation 1213.1. The procedures also allow for an appeal of the determination.

### **3) Sexual Discrimination (Title IX)**

Inquiries regarding Title IX should be referred to the Title IX coordinator for students who is located at 5100 W. Sahara Ave., Las Vegas, NV 89146, (702) 799-5087, email address is: [titleIXcoordinators@nv.ccsd.net](mailto:titleIXcoordinators@nv.ccsd.net). Students, parents, and other program participants who believe they have been subjected to sex discrimination to include sexual or gender-based harassment may initiate a complaint/grievance by contacting the Title IX coordinator, who will work with the principal of the school in question or other district staff, as appropriate, to resolve the complaint, or they may contact the United States Department of Education, Office for Civil Rights (OCR).

OCR may be contacted by sending a complaint to the United States Department of Education – Office for Civil Rights, 915 2nd Ave. Suite 3310, Seattle, Washington 98174-1099. Email address is [ocr.seattle@ed.gov](mailto:ocr.seattle@ed.gov)

Student Athletics/Activities Access including Title IX Athletic concerns can be addressed by contacting the Title IX Athletics Compliance Administrator, located at 3950 Pecos-McLeod, Las Vegas, NV 89121, (702) 799-8493.