

TITLE IX / GRIEVANCE POLICY

DISCRIMINATION - NOTICE & CONTACTS

(Title VI, Title IX, Title II, Sec 504, Age Act, Boy Scouts of America Equal Access Act)

The Oklahoma School for the Blind (OSB) does not discriminate on the basis of race, color, national origin, sex, disability, age, religion, sexual orientation, gender identity or expression, genetic information, alienage, veteran, parental, family, and marital status in its programs and activities, or in its employment decisions, and provides equal access to the Boy Scouts of America and other designated youth groups. OSB is committed to creating a safe, healthy learning environment for all students that enhances personal safety and encourages respect, dignity, and equality students. OSB complies with the following laws:

Title VI of the Civil Rights Act of 1964 prohibits discrimination on the basis of race, color, or national origin.

Title II of the American with Disabilities Act of 1990 prohibits discrimination on the basis of disability, and Section 504 of the Rehabilitation Act of 1973, which prohibits discrimination on the basis of disability. The district also complies with the individuals with Disabilities Education Act ("IDEA").

Title IX of the Education Amendments of 1972 prohibits discrimination on the basis of sex. Title IX also prohibits gender-based harassment, which may include acts of verbal, nonverbal, or physical aggression, intimidation or hostility based on sex or sex-stereotyping, even if those acts do not involve conduct of a sexual nature.

The Age Discrimination Act of 1975 prohibits discrimination on the basis of age.

Under the Boys Scouts of America Equal Access Act, no public elementary school or state or local education agency that provides an opportunity for one or more outside youth or community groups to meet on school premises or in school facilities before or after school hours shall deny equal access or a fair opportunity to meet, or discriminate against, any group officially affiliated with the Boy Scouts of America, or any other youth

group listed in Title 36 of the United States Code as a patriotic society.

REPORTING DISCRIMINATION

Any person who believes that he or she has been the victim of discrimination should report the alleged discrimination within 30 days of the occurrence by:

Sending an email, telephone/fax, or letter by mail or by filing a complaint in person to:

Oklahoma School for the Blind
Attn: Superintendent
3300 Gibson Street
Muskogee OK 74403

Once a complaint has been made, designated personnel will begin an investigation, track progress, and determine whether the alleged conduct constitutes a violation of Title VI, Title IX, Title II, Section 504, the Age Act, or the Boy Scouts Equal Access Act and take appropriate action.

Discrimination complaints may be submitted to an employee supervisor or the Human Resource Office by email, telephone/fax, mail, or in-person.

STUDENT COMPLAINTS

Shawna Coplen
Principal
(918) 781-8252

Brent Pearce
Principal
(918) 781-8227

For further information about notices of non-discrimination visit the Office of Civil Rights (OCR), website for the address and phone number of the office that serves your area or call 1-800-421-3481.