



**CODE: A22**

## **NOTICE OF NON-DISCRIMINATION**

### **Policy**

The Mountain Views Supervisory Union and its member districts will not unlawfully discriminate in its programs and activities against any person or group on any basis prohibited by federal or state law.

The Mountain Views Supervisory Union and its member districts shall make reasonable accommodations to the known physical or mental limitations of an otherwise qualified handicapped applicant or employee unless the Supervisory Union or its member districts can demonstrate that the accommodation would impose an undue hardship on the operation of its program or activity.

The superintendent or his or her designee shall prepare, and the board shall approve, guidance to applicants and employees regarding requests for reasonable accommodations, including provisions for undue hardship.

Applicants for admission and employment, students, parents, employees, sources of referral of applicants for admission and employment, and all unions or professional organizations holding collective bargaining or professional agreements with the Mountain Views Supervisory Union and its member districts are hereby notified that these entities do not discriminate on the basis of race, color, religion (creed), ancestry, national origin, place of birth, sex, sexual orientation, disability, age, political affiliation or marital status in admission or access to, or treatment or employment in, its programs and activities.

A person has been designated by the Mountain Views Supervisory to coordinate the efforts to comply with the regulations implementing Title VI, Title IX, and Section 504 of the Rehabilitation Act of 1973, and other non-discrimination laws or regulations. The designated coordinator is identified in the procedure accompanying this policy along with information on how that person may be contacted.

Any person having inquiries concerning the Mountain Views Supervisory Union and its member districts compliance with the regulations implementing Title VI and VII of the Civil Rights Act of 1964, Title IX of the 1972 Educational Amendments, Section 504 of the Rehabilitation Act of 1973, the Americans with Disabilities Act, and the Individuals with Disabilities Education Act or other state or federal non-discrimination laws or regulations is directed to contact the non-discrimination coordinator described above.

*Date Warned: September 14, 2020*

*Date Adopted: October 5, 2020*