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***EQUAL OPPORTUNITY EMPLOYMENT, EDUCATION, HARRASMENT POLICIES***

The Springfield-Clark CTC Board of Education does not discriminate on the basis of race, color, national origin, sex (including sexual orientation and transgender identity), disability, age, religion, military status, ancestry, genetic information (collectively, "Protected Classes"), or any other legally protected category, in its programs and activities, including employment opportunities.

Additionally, equal educational opportunities shall be available to all students, without regard to their membership in the Protected Classes, race, color, national origin, sex, disability, age (unless age is a factor necessary to the normal operation or the achievement of any legitimate objective of the program/activity), place of residence within the boundaries of the District, or social or economic background, to learn through the curriculum offered in this District. Educational programs shall be designed to meet the varying needs of all students.

The Board also does not discriminate on the basis of Protected Classes in its employment policies and practices as they relate to students, or staff, and does not tolerate harassment of any kind.

If a person believes that s/he has been discriminated against or denied equal opportunity or access to the District's programs, activities or services, the person may contact the **District's Compliance, ADA, and Civil Rights Coordinator: the Director of Student Services and Academics, at 937-325-7368** to reach a prompt and equitable resolution to the matter. (See Board Policy 2260B, and Form 2260F1). The individual may also contact the U.S. Department of Education, Office for Civil Rights, Cleveland Office, 600 Superior Ave. East, Suite 750, Cleveland, OH, 44114-2611; Telephone: 216-522-4970; Fax: 216-522-2573; TDD: 216-522-4944; Email: [ocr.cleveland@ed.gov](mailto:ocr.cleveland@ed.gov); Web: <http://www.ed.gov/ocr>.

R.C. 4112.01, 4112.02  
A.C. 3301-35-03(A)  
42 U.S.C., 12112, Americans with Disabilities Act of 1990, as amended  
29 U.S.C. 701 et seq., Rehabilitation Act of 1973, as amended  
A.C. 3301-35-02(A)  
R.C. 3301.0711, 3302.01, 3302.03, 3313.61, 3313.611, 3313.612, 3317.03  
Fourteenth Amendment, U.S. Constitution  
20 U.S.C. Section 1681, Title IX of Education Amendment Act  
20 U.S.C. Section 1701 et seq., Equal Educational Opportunities Act of 1974  
20 U.S.C. Section 7905, Boy Scouts of America Equal Access Act  
29 U.S.C. Section 794, Rehabilitation Act of 1973, as amended  
42 U.S.C. Section 2000 et seq., Civil Rights Act of 1964  
42 U.S.C. Section 2000ff et seq., The Genetic Information Nondiscrimination Act  
42 U.S.C. 6101 et seq., Age Discrimination Act of 1975  
42 U.S.C. 12101 et seq., The Americans with Disabilities Act of 1990, as amended  
29 C.F.R. Part 1635  
34 C.F.R. Part 110 (7/27/93)  
Vocational Education Program Guidelines for Eliminating Discrimination and Denial of Services, Department of Education, Office of Civil Rights, March 1979  
Title III of the No Child Left Behind Act of 2001