



## Title IX-Gender Equity / ADA / Section 504

### CIVIL RIGHTS COMPLIANCE COORDINATORS

(Non-Students) Cece Mahre, Deputy Superintendent 573-7010

(Students) Nancy McHenry, Director of Student and Health Services 573-7005

## NONDISCRIMINATION STATEMENT – OCR APPROVED

### NEED TO KNOW:

The following Nondiscrimination Statement has been updated recently and covers all of the requirements of state and federal nondiscrimination laws:

*Yakima School District does not discriminate in any programs or activities on the basis of sex, race, creed, religion, color, national origin, age, veteran or military status, sexual orientation, gender expression or identity, disability, or the use of a trained dog guide or service animal and provides equal access to the Boy Scouts and other designated youth groups. The following employees at 104 N. 4<sup>th</sup> Ave. Yakima WA 98902 have been designated to handle questions and complaints of alleged discrimination:*

**Civil Rights Compliance Coordinator (Non-Students):** Title IX-Gender Equity/ADA - Cece Mahre, Deputy Superintendent, (509) 573-7039, [mahre.cece@yakimaschools.org](mailto:mahre.cece@yakimaschools.org);

**Civil Rights Compliance Coordinator (Students):** Title IX-Gender Equity/ADA/Section 504 - Nancy McHenry, Director of Health & Student Services, (509) 573-7004, [mchenry.nancy@yakimaschools.org](mailto:mchenry.nancy@yakimaschools.org).

*Individuals with disabilities who require assistance or special arrangements to attend a program or activity sponsored by the Yakima School District should contact one of the **ADA Coordinators** 24 hours in advance of the event to inquire about reasonable accommodation. Deaf, deaf-blind, hard of hearing, and/or speech impaired individuals may access Washington Relay Services by calling 7-1-1- or 1-800-833-6388.*

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*El Distrito Escolar de Yakima no discrimina en ningún programa o actividad en base al sexo, raza, credo, religión, color, origen nacional, edad, condición de veterano o militar, orientación sexual, expresión de género o de identidad, discapacidad o por uso de perro lazarillo o animal de servicio y ofrece igualdad de acceso a los Boy Scouts y a otros grupos juveniles designados. Los siguientes empleados en 104 N. 4<sup>th</sup> Ave. Yakima WA 98902, han sido designados para atender preguntas y quejas por alegación de discriminación:*

**(No estudiantes) Coordinadora de Quejas Equidad de Género – Title IX/ADA:** Cece Mahre, Vicesuperintendente, (509) 573-7039, [mahre.cece@yakimaschools.org](mailto:mahre.cece@yakimaschools.org);

**(Estudiantes) Coordinadora de Quejas Equidad de Género – Title IX/ADA/504:** Nancy McHenry, Directora de Servicios al Estudiante y Salud, (509) 573-7004, [mchenry.nancy@yakimaschools.org](mailto:mchenry.nancy@yakimaschools.org).

*Individuos con discapacidades que requieran ayuda o arreglos especiales para asistir a un programa o actividad patrocinada por el Distrito Escolar de Yakima deben comunicarse con una de las **Coordinadoras ADA** con 24 horas de anticipación al evento para solicitar los arreglos razonables. Servicios para personas sordas, sordas/ciegas o con problemas de oído o de habla pueden tener acceso a los servicios llamando a Washington Relay Services al teléfono 7-1-1 o 1-800-833-6388.*

Routine letters or daily announcements do not need to include the statement although a school may choose to do so. The following abbreviated statement is still acceptable to be printed on all letterhead and in-district forms:

*Yakima School District encourages workforce diversity and complies with all state and federal laws prohibiting unlawful discrimination.*

*El Distrito Escolar de Yakima anima la diversidad en la mano de obra y cumple con todas las leyes estatales y federales que prohíben la discriminación ilegal.*

**NEED TO DO:**

Schools districts must include the Nondiscrimination Statement above – in both English and Spanish-in any publication that is disseminated on an annual or periodic basis to all students, parents, participants, applicants, employees, or stakeholders.

Examples of publications that require the Nondiscrimination Statement includes the district publications AND building publications shown below:

- Announcements
- Flyers and brochures
- Course catalogs
- Employment application forms and recruitment materials
- Staff and student handbooks
- School newsletters
- School calendars
- School and district web sites