

# GAYLORD COMMUNITY SCHOOLS

An NCA Accredited School District



## NON-DISCRIMINATION POLICY

The District shall not discriminate on the basis of race, color, national origin, sex (including sexual orientation or sexual identity), age, religion, height, weight, marital or family status, disability, military status, genetic information, or any other legally protected category in its programs and activities, including employment. Sexual harassment is a form of sex discrimination, and shall likewise not be permitted with respect to students or employees. The District shall not retaliate against a person who reports or opposes improper discrimination or retaliation. The District shall fully comply with all applicable federal and state civil rights statutes, including, without limitation, Title IX of the Civil Rights Act of 1964.

The following individuals are designated to serve as the district's compliance officers responsible for coordinating the District's compliance with applicable federal and state laws and regulations, and for investigating reports of discrimination or harassment:

Melissa Reinelt, Director of Human Resources  
Dennis Keck, Director of Special Education and Curriculum  
615 South Elm Avenue, Gaylord MI 49735  
989-705-3080

Any student or staff member making a complaint or participating in a school investigation will be protected from any threat or retaliation. The Compliance Officers can provide additional information concerning equal access to educational opportunity.

[GCS Policies](#)

[US Department of Education Office for Civil Rights](#)

[US Department of Ed Title IX Regulations](#)