



Non-Discrimination Notices

NON-DISCRIMINATION POLICY

Coweta Charter Academy shall not discriminate in their educational programs, activities or employment practices based on race, color national origin, sex, disability, age, religion, ancestry or any other legally protected classification. This policy is in accordance with state and federal laws, including Title VI of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, Sections 503 and 504 of the Rehabilitation Act of 1973, the Age Discrimination Act of 1975, and the Americans with Disabilities Act of 1990.

Information relative to special accommodation, grievance procedure and the designated responsible official for compliance with Title VI, Title IX and Section 504 may be obtained by contacting: Angela Lassetter, Superintendent at angela.lassetter@cowetacharteracademy.org

CCA is committed to creating a safe, healthy learning environment for all students that enhances personal safety and encourages respect, dignity, and equality among students. CCA complies with the following laws:

NON-DISCRIMINATION

(Title VI of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, Title II, Sec 504 of the Rehabilitation Act of 1973, Age Discrimination Act of 1975, The Americans with Disabilities Act of 1990, and the Boy Scouts of America Equal Access Act of 2001)

The Coweta Charter Academy (CCA) Board of Directors is committed to providing a working and learning environment free from discrimination, harassment, intimidation and bullying.

In accordance with federal and state laws and local policy, the CCA Board of Directors prohibits the acts of discrimination, harassment, intimidation, bullying, and exclusion towards any individual on the basis of the individual's actual or perceived sex, sexual orientation, gender, gender identity, gender expression, race or ethnicity, ethnic group identification, ancestry, nationality, national origin, religion, color, mental or

physical disability, age, alienage, veteran status, parental status, family status, or marital status in admission or access to its programs, facilities, services, activities, employment opportunities, or any aspect of operations. CCA provides equal access and opportunity to the Boy Scouts of America and other designated (outside) youth or community groups to meet on school premises or in school facilities, and prohibits discrimination, harassment, intimidation, bullying, and exclusion towards any individual or group officially affiliated with the Boy Scouts of America or other designated (outside) youth groups listed in Title 36 of the United States Code as a patriotic society.

If students and/or parents have concerns, then they should bring such concerns, in writing, to the attention of their grade band principal. If employees have concerns, then they should bring such concerns, in writing, to the attention of their immediate supervisor. The following persons have been designated to handle inquiries and concerns regarding the Board's non-discrimination policies:

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

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.

Title II of the Americans 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.

CCA has designated the following individual to investigate alleged violations of **Title VI, Title IX, Age Discrimination Act, Title II of the Americans with Disabilities Act of 1990, and Section 504 of the Rehabilitation Act of 1973:**

Angela Lassetter, Superintendent

Office: 770-727-5959 Fax: 770-727-5949

Coweta Charter Academy also complies with **the Individuals with Disabilities Education Act ("IDEA").**

CCA has designated the following individual to investigate alleged violations of **Individuals with Disabilities Education Act ("IDEA"):**

Sequoia Swinger, Special Education & Instructional Support Services Administrator

Office: 770-727-5959 Fax: 770-727-5949

Under the Boy 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 to, 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.

The following individual has been designated to investigate alleged violations of the **Boy Scouts of America Equal Access Act**:

Angela Lassetter Superintendent

Office: 770-727-5959 Fax: 770-727-5949

REPORTING DISCRIMINATION

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

- Email
- Fax
- Telephone
- Sending a letter by mail
- Filing a complaint in person

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 Discrimination Act, or the Boy Scouts Equal Access Act, and take appropriate action.

Discrimination complaints may be submitted to the CCA Superintendent by email, telephone/fax, mail, or in-person.

STUDENT COMPLAINTS:

Angela Lassetter CCA Superintendent angela.lassetter@cowetacharteracademy.org

Office: 770-727-5959 Fax: 770-727-5949

6675 E. Hwy 16
Senoia, GA 30276

PERSONNEL COMPLAINTS:

Angela Lassetter CCA Superintendent angela.lassetter@cowetacharteracademy.org

Office: 770-727-5959 Fax: 770-727-5949

6675 E. Hwy 16

Senolia, GA 30276

For further information from the Office of Civil Rights (OCR) on notices of non-discrimination, call 1-800-421-3481 or visit <https://wdcrobcolp01.ed.gov/CFAPPS/OCR/contactus.cfm> for the address and phone number of the office that serves your area.