

## **NOTICE OF NON-DISCRIMINATION**

### **PURPOSE:**

Jackson Public Schools seeks to ensure it provides equal employment opportunities for all applicants and employees and complies with applicable requirements of all federal and state laws and constitutional provisions. The Board is committed to providing a safe learning and work environment where all members of the school community are treated with dignity and respect.

Jackson Public Schools does not discriminate on the basis of race, color, national origin, disability, age, or sex in administration of its programs, services, or activities, and does not intimidate or retaliate against any individual or group because they have exercised their rights to participate in actions protected, or oppose action prohibited, by 40 C.F.R. Parts 5 and 7, or for the purpose of interfering with such rights.

### **STATEMENT:**

The Board of Trustees of the Jackson Public School District is an equal opportunity employer. The Board shall not discriminate against any individual in the district's recruitment or employment practices, programs, services, and activities concerning compensation, terms, conditions, or privileges of employment, because of race, sex, sexual orientation, gender expression or identity, color, age, creed, national origin, genetic information, religion, marital status, disability, or handicap which does not impair an individual's ability to perform adequately in that individual's particular position or activity. Under the Americans with Disabilities Act, a person with a disability is anyone who:

1. Has a mental or physical impairment that substantially limits one or more major life activities such as walking, seeing, speaking, sitting, thinking, breathing, learning, interacting with others, working, reading, standing, lifting, bending, concentrating, manual tasks, and caring for one's self;
2. Has a record of such impairment; or
3. Is regarded as having such impairment.

The Board shall continue to make opportunities for employment and promotion available to every individual, solely based on qualifications and without regard to race, sex, sexual orientation, gender expression or identity, color, age, creed, national origin, genetic information, religion, disability, or marital status. The District shall promote equal opportunities through vigorous recruiting practices as an integral part of Jackson Public School District's personnel policy and shall ensure equal opportunities in the employment, development, advancement, and treatment of employees and applicants of Jackson Public School District.

As provided under Title IX of the Education Amendments of 1972, no person in the U.S. shall, based on sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving federal financial assistance.

Vacancy information will be available in the office of human resources and may be posted in all district facilities. The superintendent reserves the right to forego the posting of positions in emergencies or based on the needs of the district.

### **RESPONSIBILITY:**

Jackson Public Schools is responsible for coordination of compliance efforts and receipt of inquiries concerning non-discrimination requirements implemented by 40 C.F.R. Parts 5 and 7 (Non-discrimination

in Programs or Activities Receiving Federal Assistance from the Environmental Protection Agency), including Title VI of the Civil Rights Act of 1964, as amended; Section 504 of the Rehabilitation Act of 1973; the Age Discrimination Act of 1975; Title IX of the Education Amendments of 1972; and Section 13 of the Federal Water Pollution Control Act Amendments of 1972 (hereinafter referred to collectively as the federal non-discrimination laws).

The Superintendent or the superintendent's designee is responsible for ensuring compliance with this policy. In accordance with the relevant procedures, the District shall take appropriate action to promptly and impartially investigate allegations of unlawful discrimination to end the unlawful behavior, to prevent the recurrence of such identified behavior, and to prevent retaliation against the individual(s) who files the complaint and/or any person that participates in the investigation.

If you have any questions about this notice or any of Jackson Public Schools's non-discrimination programs, policies or procedures, you may contact:

Larrissa Harris, Esq., General Counsel  
Civil Rights Coordinator/Title IX Coordinator  
Jackson Public Schools  
Office of the General Counsel  
662 S. President Street Jackson, MS 39201  
Phone: (601) 960-8916  
Email: [larmore@jackson.k12.ms.us](mailto:larmore@jackson.k12.ms.us)

If you believe that you have been discriminated against with respect to a Jackson Public Schools program or activity, you may contact the Civil Rights Coordinator identified above or visit our website at [www.jackson.k12.ms.us](http://www.jackson.k12.ms.us) to learn how and where to file a complaint of discrimination.

SOURCE: Jackson Public School District, Jackson, Mississippi; Mississippi School Boards Association

LEGAL REF: Equal Employment Opportunity Act, G.S. 115-72, 115-152, 126-16, 135-5(2); Public Laws 92-318; Title IX of the Educational Amendments of 1972, 88-352; Title VI, 92-261; Equal Opportunity Act of 1972; Section 504 of the Rehabilitation Act of 1973; Age Discrimination in Employment Act of 1967; The Equal Pay Act of 1963; Title I of the Americans with Disabilities Act Amendments Act of 2008; Title II of the Genetic Information Nondiscrimination Act of 2008 (GINA); 40 C.F.R. Parts 5 & 7.

AMENDED: July 21, 1986  
July 16, 1990  
August 16, 1993  
December 20, 2016  
April 20, 2021  
May 6, 2025

REVIEWED: May 12, 2006  
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