

Bartlett City Board of Education		1037
Descriptor Term: NON-DISCRIMINATION STATEMENTS	Descriptor Code: Board Operations	Issue Date: 07/24/2025
	Rescinds:	Revised:

1 Bartlett City Schools students, parents, employees, applicants, and other third parties
2 interacting with the District shall be treated in a non-discriminatory manner as provided
3 by state and federal law.

4 This Policy applies to all students, parents, employees, employment applicants, and third
5 parties.

6 Title VI of the Civil Rights Act of 1964, As Amended

7 The Bartlett City Board of Education prohibits discrimination and harassment on the basis
8 of race, color, and national origin, including antisemitism, in the educational programs or
9 activities which are operated by Bartlett City Schools.

10 "Antisemitism" is a certain perception of Jews, which may be expressed as hatred toward
11 Jews. Rhetorical and physical manifestations of antisemitism are directed toward Jewish
12 or non-Jewish individuals and/or their property, toward Jewish community institutions and
13 religious facilities.

14 Students or employees who believe that they have been discriminated against or
15 harassed on the basis of their race, color, or national origin must contact Bartlett City
16 Schools' designated Federal Rights Coordinators whose contact information appears
17 below.

18 Title IX of the Education Amendments of 1972, As Amended

19 The Bartlett City Board of Education prohibits discrimination on the basis of sex in the
20 educational programs or activities which it operates. This prohibition on sex-based
21 discrimination applies to students and employees while engaged in any BCS program or
22 activity.

23 Students or employees who believe that they have been discriminated against or
24 harassed on the basis of sex in a Bartlett City Schools educational program or activity
25 must contact Bartlett City Schools' designated Title IX Coordinator whose contact
26 information is:

27 BCS Assistant Superintendent, Human Resources and Student Services

1 5705 Stage Road
2 Bartlett, TN 38134
3 Telephone: (901) 202-0855
4 E-mail: federalrights@bartlettschools.org

5 Section 504 of the Rehabilitation Act of 1973/Title II of the Americans with Disabilities Act
6 (ADA), As Amended

7 The Bartlett City Board of Education prohibits the exclusion from, participation in, denial
8 of benefits of, or the discrimination of any qualified persons with disabilities in any Bartlett
9 City Schools program on the basis of disability.

10 Qualified parents, students, or employees with disabilities that believe that they have
11 been excluded from participating in, denied benefits of, or have been discriminated
12 against in any Bartlett City Schools program on the basis of disability must contact Bartlett
13 City Schools' designated Federal Rights Coordinators whose contact information appears
14 below.

15 Title VII of the Civil Rights Act of 1964, As Amended

16 The Bartlett City Board of Education prohibits discrimination of its employees and
17 applicants for employment on the basis of race, color, religion, sex, or national origin.
18 BCS also prohibits discrimination against its employees on the basis of the employee's
19 or applicant's association with another individual of a particular race, color, religion, sex,
20 or national origin.

21 Employees or applicants for employment that believe that they have been discriminated
22 against on the basis of their race, color, religion, sex, or national origin must contact
23 Bartlett City Schools' designated Federal Rights Coordinators whose contact information
24 appears below.

25 Age Discrimination in Employment Act of 1967 (ADEA)

26 The Bartlett City Board of Education prohibits discrimination of its employees and
27 applicants for employment on the basis of age. Employees or applicants for employment
28 that believe that they have been discriminated against on the basis of age must contact
29 Bartlett City Schools' designated Federal Rights Coordinators whose contact information
30 appears below.

31 Title II of the Genetic Information Nondiscrimination Act of 2008

32 The Bartlett City Board of Education prohibits discrimination of its employees and
33 applicants for employment on the basis of genetic information. Employees or applicants
34 for employment that believe that they have been discriminated against on the basis of

1 genetic information must contact Bartlett City Schools' designated Federal Rights
2 Coordinators whose contact information appears below.

3 Americans with Disabilities Act of 1990, As Amended

4 The Bartlett City Board of Education prohibits discrimination of its employees and
5 applicants for employment on the basis of disability. Employees or applicants for
6 employment that believe that they have been discriminated against on the basis of
7 disability must contact Bartlett City Schools' designated Federal Rights Coordinators
8 whose contact information appears below.

9 Federal Rights Coordinators Contact Information

10 Excluding Title IX, the following persons have been designated to handle inquiries
11 regarding Bartlett City Schools' nondiscrimination policies. Title IX Complaints should be
12 reported to the Title IX Coordinator pursuant to BCBE Policy 1035: Title IX and Sexual
13 Harassment.

14 **For Employees:**

15 Federal Rights Coordinator
16 Dr. Lora Filsinger
17 5705 Stage Road
18 Bartlett, TN 38134
19 Telephone: (901) 202-0855
20 E-mail: federalrights@bartlettschools.org

For Students:

Federal Rights Coordinator
Dr. Momodou Keita
5705 Stage Road
Bartlett, TN 38134
Telephone: (901) 202-0855
E-mail: federalrights@bartlettschools.org