

Civil Rights and Non-Discrimination Compliance

The Keystone Local School District is committed to providing an educational and work environment that is free from discrimination and harassment. The District does not discriminate on the basis of sex (including sexual orientation, gender identity, or pregnancy), race, color, national origin, disability, age, religion, military status, genetic information, or ancestry in its programs, activities, admissions, or employment opportunities.

This commitment applies to all educational programs, services, activities, and employment practices in accordance with applicable federal and state laws including Title IX, Title VI, Section 504 of the Rehabilitation Act, the Americans with Disabilities Act (ADA), and the Age Discrimination Act.

Title IX – Sex Discrimination and Sexual Harassment

The Keystone Local School District does not discriminate on the basis of sex in its education programs or activities and is required by Title IX of the Education Amendments Act of 1972 and its implementing regulations not to discriminate in such a manner.

This prohibition applies to:

- Educational programs
- Extracurricular activities
- Athletics
- Admissions
- Employment

The District prohibits sexual harassment and sexual misconduct including sexual harassment, sexual assault, dating violence, domestic violence, and stalking.

When the District has actual knowledge of sexual harassment occurring within its education program or activity, it will respond promptly in a manner that is not deliberately indifferent.

Reporting Discrimination or Harassment

Any student, parent, employee, or community member may report discrimination, harassment, or retaliation.

Reports may be made:

- In person
- By phone
- By email
- By mail

Reports may be made at any time, including outside normal business hours.

Retaliation against any individual who reports discrimination or participates in an investigation is strictly prohibited.

Title IX Coordinator

Questions, concerns, or reports regarding sex discrimination or sexual harassment may be directed to the District's Title IX Coordinator:

Kara Griswold

Director of Pupil Services

Title IX Coordinator

Email: Kara.Griswold@keystoneschools.org

Phone: 440-355-2424

Keystone Local School District

531 Opportunity Way

LaGrange, Ohio 44050

Section 504 / ADA Compliance

The Keystone Local School District complies with Section 504 of the Rehabilitation Act of 1973 and the Americans with Disabilities Act.

The District does not discriminate against qualified individuals with disabilities in:

- Admission
- Access to educational programs
- Services or activities
- Employment

Students and staff with disabilities may request reasonable accommodations or modifications when necessary.

Equal Educational Opportunities

The District provides equal educational opportunities for all students regardless of race, color, national origin, sex, disability, age, or other protected characteristics.

Educational programs include:

- Academic programs
- Career and technical education programs
- Athletics
- Extracurricular activities
- Student services

No student will be excluded from participation in, denied the benefits of, or subjected to discrimination in any educational program or activity.

Title VI – Race, Color, and National Origin

In accordance with Title VI of the Civil Rights Act of 1964, the Keystone Local School District prohibits discrimination on the basis of race, color, or national origin in any program or activity receiving federal financial assistance.

Age Discrimination Act

The District complies with the Age Discrimination Act of 1975, which prohibits discrimination on the basis of age in programs or activities receiving federal financial assistance.

Accessibility

The Keystone Local School District is committed to ensuring its website and digital resources are accessible to all individuals, including persons with disabilities. Individuals experiencing difficulty accessing information on the District website may contact the District for assistance.