



McCreary County School District

120 RAIDER WAY • STEARNS, KENTUCKY 42647 • (606) 376-2591 • FAX: (606) 376-5584

Notice of Non-Discrimination

As required by Title IX, the District does not discriminate on the basis of sex in admission to its programs or activities. Inquiries regarding Title IX, including sexual harassment, may be directed to the District's Title IX Coordinator, the Assistant Secretary for Civil Rights, or both.

The McCreary County Board of Education is an Equal Opportunity Employer. The District prohibits discrimination on the basis of race, color, religion, sex (including sexual orientation or gender identity), genetic information, national or ethnic origin, political affiliation, age, disability, or pregnancy-related conditions.

Reasonable accommodations will be provided for individuals with disabilities and for those affected by pregnancy, childbirth, or related medical conditions, in accordance with the law.

Where permitted by law, sex, age, or disability may be considered a bona fide occupational qualification when directly related to specific job requirements.

The Board is committed to maintaining a safe and orderly work environment. Harassment, discrimination, and any conduct that disrupts the workplace or educational process are strictly prohibited.

Employees who believe they or others have been subjected to harassment or discrimination should report concerns to their principal, immediate supervisor, or the District's Title IX/Equity Coordinator. All reports will be investigated promptly and confidentially.

Retaliation against any individual who makes a good-faith complaint is strictly prohibited. For additional information, employees should refer to District policies 03.162 and 03.262.

Thank you,

Darrell King
Director of Pupil Personnel
McCreary County School District

ACCORDING TO KENTUCKY REVISED STATUTES (KRS) SCHOOL SYSTEM MAY PROVIDE SPECIFIC SERVICES THAT MAY, UNDER CERTAIN CIRCUMSTANCES, BE PROVIDED WITHOUT PARENTAL CONSENT

- Mandated services such as abuse and neglect referrals to the Department for Social Service and/or the policy (KRS 620) and Juvenile Justice services (KRS 635)
- Advice, diagnosis, and/or treatment by a physician for minors (no age limit given) regarding sexually transmitted diseases, pregnancy, contraceptives, and substance abuse or addiction (Section 1, KRS 214.185)*
- Outpatient mental health counseling by a physician for individuals 16 years or older (Section 2, KRS 214.185)*
- Medical, dental, and other health services for a youngster of any age when, in the professional's judgment, the risk to the minor's health or life is such that treatment should be given without delay (Section 4, KRS 214.185)*
- Outpatient mental health counseling for anyone 16 years or older who is seeking that counseling as the result of abuse by a parent or legal guardian (KRS 210.410)*
- Other substance abuse treatment (no age limit given) (KRS 222.440)*
- Voluntary admission to a hospital by an individual who is 16 years or older for observation, diagnosis and/or treatment for mental illness or symptoms of mental illness (KRS 645.030)*
- Non-exempt AFDC recipients are required to participate in the Job Opportunity and Basic Skills Program (JOBS) (45 CFR 250.30). Parental consent is not required for a non-exempt dependent child to participate in JOBS.
- Employment counseling, training, application, summer/part-time job development, vocational exploration, and development of job readiness skills do not require parental consent, as there are no laws that address age limits or parental consent for these specific services. Please note, however, that intake and eligibility for JTPA does require parental consent.
- Employment of individuals 14 to 17 years of age as governed by U.S. and Kentucky Child Labor Law (information sheet on Kentucky Child Labor Law and summary of Child Labor Provisions of the U.S. Dept. of Labor)
- Under most circumstances, mental health and substance abuse professionals are reluctant to treat minors without parental consent