

## Civil Rights Information

1. A nondiscrimination clause similar to the one below should be included in key publications. Key publications are annual mailings containing critical information applicable to students and parents. Examples would include student handbooks, parent handbooks, the PIG, school web sites, etc.
  - a. **It is the policy of Nebo School District not to discriminate on the basis of sex, race, color, national origin, religion, disabilities, or any other legally protected class(es) as defined by applicable state and federal law, in its educational programs, activities, admissions, access, treatment, or employment practices. Questions, concerns, complaints, and requests regarding this nondiscrimination policy should be directed to the Director of Human Resources at the Nebo School District administration office, located at 350 South Main Street in Spanish Fork, Utah (801-354-7400). Additionally, concerns may be directed to the Denver Office for Civil Rights, U.S. Department of Education. 1244 Speer Boulevard, Suite 310, Denver, CO 80204-3582. Telephone: 303-844-5695; Fax: 303-844-4303; TDD: 877-521-2172**
2. This condensed nondiscrimination clause should be included when promoting school programs, services, and activities. Some examples include news letters, after school programs, department programs, registration material, etc.
  - a. **It is the policy of Nebo School District not to discriminate on the basis of sex, race, color, national origin, religion, disabilities, or any other legally protected class.**
3. If a school publishes its own faculty/staff handbook, it should include the following nondiscrimination clause.
  - a. **It is the policy of Nebo School District to support laws prohibiting illegal harassment and other forms of discrimination based upon: (a) race , color, national origin, sex, and religion as defined in the Civil Rights Act of 1964 (Civil Rights Act) and the Utah Anti-Discrimination Act (UADA); (b) disabilities, as such protected class is defined in the Americans with Disabilities Act, Amendments Act of 2008 (ADAAAA) and the UADA; (c) age, as such protected class is defined in the Age Discrimination in Employment Act of 1967 (ADEA); (d) status as a veteran of the Vietnam Era, as such protected class is defined in the Vietnam Era Veteran's Readjustment Act of 1974 (VEVRAA); and any other legally protected class(es) as defined by applicable state and federal law. Questions, concerns, complaints, and requests regarding this nondiscrimination policy should be directed to the Director of Human Resources at the Nebo School District administration office, located at 350 South Main Street in Spanish Fork, Utah (801-354-7400). Additionally, concerns may be directed to the Utah Anti-Discrimination and Labor Division (UALD) at P.O. Box 146630, Salt Lake City, UT, 84114-6630 (801-530-6801).**
4. ADA Notice when inviting patrons/public to attend school functions. **Reasonable accommodations (including auxiliary communicative aids and services or alternate formats) for individuals with disabilities may be provided upon receipt of a request on or before (month/day/year). For assistance, please contact the school Principal via telephone \_\_\_\_\_ or email \_\_\_\_\_.**