

## **Notice of NON-DISCRIMINATION**

*Under Title II, Title VI, Title IX, Section 504 and the Age Discrimination Act*

As per board policies, adopted March 13, 2014, employees, students, and parents of elementary and secondary school students, applicants for employment, and all unions or professional organizations holding collective bargaining or professional agreements with the Banning Unified School District (BUSD), are hereby notified that BUSD does not discriminate on the basis of race, color, national origin, sex, sexual orientation, disability, age or treatment of its employees and students in its educational programs and activities and provides equal access to all educational programs, activities, sports and facilities. BUSD's non-discrimination policies protect all students and employees from discrimination in all aspects of our educational programs and activities.

### **Discrimination that Violates Title IX:**

1. *Sexual Harassment/Sexual Violence (student to student), (staff to staff), (staff to student), (student to staff)*
2. *Race Discrimination (Including racial slurs)*
3. *Gender Discrimination (Including gay slurs)*
4. *Pregnancy Discrimination (Including failure to provide lactation accommodations)*
5. *Unequal Distribution of Athletic Funds (Including unequal participation in sports programs)*
6. *Bullying (Including discipline issues that violate non-discrimination policies)*
7. *Discrimination based on Disability (Including temporary disability)*
8. *Harassment (Including hostile work environment)*
9. *Marital or Family Status*
10. *Discrimination in Employment*
11. *Unequal Pay (Including discrimination in employment)*
12. *Unequal opportunities to participate in Career Technical Education*
13. *Unequal opportunities to participate in Adult Education*

The Title IX Coordinator will work closely with school Administrators, Counselors, Athletic Directors, Human Resources, Special Education Director, Curriculum, Instruction and Assessment Director, advocates and legal counsel. Any person having inquiries concerning The Banning Unified School District's compliance with the regulations implementing Title II, Title VI and Title IX or compliance with the regulations implementing Section 504 or age discrimination is directed to contact the Title IX Coordinator:

Dr. Janet A. Gray  
161 W. Williams Street, Banning, CA. 92220  
951-922-0200

This employee has been designated to coordinate BUSD's efforts to comply with the regulations implementing Title II, Title VI, Title IX, section 504, and age discrimination.

For further information on notice of discrimination, visit <http://wdcrobcopol01.ed.gov/CFAPPS/OCR/contactus.cfm> for the address and phone number of the office that serves your area, or call 1-800-421-3481.