

## **NON-DISCRIMINATION NOTICE:**

### **TITLE IX, SECTION 504, TITLE VI, & TITLE VII**

#### **IDAHO VIRTUAL ACADEMY PUBLIC NOTICE OF SECTION 504, TITLE VI, TITLE VII AND TITLE IX DISCRIMINATION AND SEXUAL HARASSMENT POLICIES AND GRIEVANCE PROCEDURE**

Idaho Virtual Academy hereby advises students, parents, employees and the general public it does not discriminate on the basis of handicap (Section 504), race, color or national origin (Title VI and Title VII) or sex (Title VI, Title VII and Title IX), and offers employment and educational opportunities without regard to sex, race, color, national origin, or handicap.

Grievance procedures are available to interested persons and inquiries regarding non-discrimination policies may be directed below:

##### **1. Section 504 Coordinator (Handicap Discrimination)**

**Alex Zamora, Non-Discrimination Coordinator**  
**1965 S. Eagle Rd., Suite 190, Meridian, ID 83642**  
**Telephone: (208) 322-3559**  
**azamora@idahova.org**

##### **2. Title IX Coordinator (Sexual Discrimination)**

**Alex Zamora, Non-Discrimination Coordinator**  
**1965 S. Eagle Rd., Suite 190, Meridian, ID 83642**  
**Telephone: (208) 322-3559**  
**azamora@idahova.org**

#### **SECTION 504 OF THE REHABILITATION ACT**

Idaho Virtual Academy does not discriminate on the basis of handicap condition in admission or access to its programs and activities. No person shall be denied employment because of any physical, mental or medical impairment, which is related to the person's ability to engage in the activities involved in the job for which application has been made.

#### **TITLE VI (SECTION 601) OF THE CIVIL RIGHTS ACT OF 1964**

As required by Title VI of the Civil Rights Act of 1964, Idaho Virtual Academy does not discriminate on the basis of sex, race, color or national origin.

#### **TITLE VII OF THE CIVIL RIGHTS ACT OF 1964**

Title VII prohibits employment discrimination on the basis of color, national origin, and sex; therefore sexual harassment is job discrimination. As required by Title VII of the Civil Rights Act of 1964, Idaho Virtual Academy does not discriminate on the basis of sex, race, color or national origin.

#### **TITLE IX OF THE EDUCATION AMENDMENTS OF 1972**

As required by Title IX of the Education Amendments of 1972, Idaho Virtual Academy does not discriminate on the basis of sex in the educational programs or activities that it provides. Idaho

Virtual Academy does not discriminate in employment of persons on the basis of sex, including recruitment, appointment, salary and benefits.

Title IX also protects students from unlawful sexual harassment in all of the school's programs and activities whether they take place in the facilities of the school, on a school bus, in a school's class, at a class training program sponsored by the school at any other location, or elsewhere in relation to the school or a school-related activity. Title IX protects both male and female students from sexual harassment, regardless of who the harasser is. Idaho Virtual Academy will not tolerate any conduct against students in violation of these requirements and disciplinary action will be strictly enforced against all individuals who engage in prohibited conduct.

Sexual Harassment is defined as any unwanted sexual advances, including a request for sexual favors, or verbal or physical conduct of a sexual nature which alarms or annoys you, interferes with your privacy or creates an intimidating, hostile or offensive environment. Examples of Sexual Harassment include, but are not limited to: telling offensive jokes, questioning or commenting on someone's sexuality, displaying sexually explicit photographs, spreading sexual rumors, making comments about someone's body or attire or standing or rubbing against a person, making suggestive noises, gestures or comments.

A hostile environment is one that interferes with one's work performance and may include such events as verbal comments, displaying sexual materials and unwanted sexual contact. To be illegal, a hostile environment must be severe and pervasive, an isolated remark, or event is not sufficient to constitute a hostile environment. The incident must also be unwelcome.

Idaho Virtual Academy is responsible under Title IX to respond to written or verbal reports of sexual harassment and sex discrimination, and all staff must report incidents of sexual harassment or sexual discrimination to appropriate administrative personnel. Title IX prohibits retaliation against anyone who has made a complaint, testified, assisted or participated in any manner in any investigation, proceeding or hearing relating to a complaint of sex discrimination and sexual harassment.

Idaho Virtual Academy's official responsible for the coordination of activities relating to non-discrimination on the basis of sex is Alex Zamora, Non-Discrimination Coordinator. He can provide information on Title IX, including information about his position as coordinator, complaint procedures and Idaho Virtual Academy policies to any student or employee who feels that his or her rights under Title IX have been violated by the Idaho Virtual Academy or its officials. In addition, any student or employee may make an inquiry or complaint directly to the U.S. Department of Education, Office of Civil Rights.

Under federal law, any school receiving federal money is required to have a policy against sexual discrimination and notify employees, students and parents of this policy. The following Idaho Virtual Academy's policies can be found at the links below:

- Uniform Grievance Procedure (Policy 505.0)
- Equal Employment Opportunity and Non-Discrimination in the Work Environment (Policy 700/800)
- Compliance with ADA Regarding Employees with Disabilities and Reasonable Accommodations (Policy 702.6)
- Harassment, including sexual harassment (Policy 711.1)
- Equality in Education, Non-Discrimination and Sex Equity in the School Setting (Policy 900)
- Relationship Abuse and Sexual Assault Prevention and Response (Policy 907.2)
- Section 504 of the Rehabilitation Act of 1973 (1000.3)