



Spectrum Academy Board of Directors		
Policy: NON-DISCRIMINATION		
Approved: October 20, 2021	Revised:	Monitoring: As Needed

Purpose

To comply with state and federal law

Policy

I. Non-Discrimination in General

In accordance with Utah state law R277-112, Spectrum Academy (“School”) does not discriminate against any person in employment, educational opportunities, or deny access to facilities on the basis of race, color, religion, age, national origin, ethnicity, national ancestry, sex, pregnancy, gender, gender identity or expression, sexual orientation, military service, or veteran status, mental or physical disability, or genetic information. This policy incorporates by reference the following:

- (1) The Individuals with Disabilities Education Improvement Act of 2004, 20 U.S.C., 1400;
- (2) State Board of Education Special Education Rules, August 2007;
- (3) Section 504 of the Rehabilitation Act of 1973, as amended, 29 U.S.C. 794, which prohibits discrimination on the basis of disability in programs and activities receiving Federal financial assistance;
- (4) Section 5 of the Americans with Disabilities Act Amendments of 2008, which prohibits discrimination on the basis of disability.
- (5) Title IV of the Civil Rights Act of 1964, as amended, 42 U.S.C. 2000c et seq., which provides standards and training for educators relative to the desegregation of schools receiving Federal financial assistance;
- (6) Title VI of the Civil Rights Act of 1964, as amended, 42 U.S.C. 2000d et seq., which prohibits discrimination on the basis of race, color, or national origin in programs and activities receiving Federal financial assistance;
- (7) Title VI of the Civil Rights Act of 1964, as amended, 42 U.S.C. 2000e et seq., which prohibits discrimination in employment based on race, color, religion, sex, or national origin in programs and activities receiving Federal financial assistance;
- (8) Title IX of the Education Amendments of 1972, as amended, 20 U.S.C. 1681 et seq., which prohibits discrimination on the basis of sex in education programs and activities receiving Federal financial assistance;
- (9) Title VII of the Civil Rights Act of 1964, as amended, 42 U.S.C. 2000e et seq., which prohibits discrimination on the basis of race, color, religion, sex, or national origin, and also prohibits discrimination against an individual because of his or her association with



another individual of a particular race, color, religion, sex, or national origin. Title VII also covers types of wage discrimination not covered by the Equal Pay Act;
(10) Equal Pay Act of 1963, 29 U.S.C. 206 et. seq., as amended in the Fair Labor Standards Act, which prohibits sex discrimination in pay under an equal work standard;
(11) The Age Discrimination Act of 1975, as amended, 42 U.S.C. 6101 et seq., which prohibits discrimination on the basis of age in programs or activities receiving Federal financial assistance.

Procedure for Submission of Complaints of Discrimination:

In the case where discrimination is witnessed or experienced at the School, the witness and or offended party must complete the following steps.

1. Report the discrimination in writing via email or this [form](#) to the executive director of academics explaining in detail the case of discrimination. The executive director must investigate within 10 days of receiving the complaint, document what the situation involves. and what steps were taken in the resolution. Notice of resolution must be provided to the complainant within 30 days of receiving the complaint.
2. If the problem is not resolved by the executive director, the information should be resubmitted to the School's board of directors for review and resolution via, phone call, email, or letter. The board will meet with the executive director to discuss the severity of the matter and gather and document information on steps already taken toward resolution.
3. If discrimination issues are not resolved by the executive director or board the member may report their concern to the Utah state office of Education or the [Office of Civil Rights](#) (OCR).
4. The School will discipline any individual who retaliates against any person who reports discrimination or who testifies, assists or participates in an investigation, proceeding or hearing relating to a discrimination complaint. Retaliation includes, but is not limited to, any form of intimidation, reprisal or harassment.

II. School Lunch Program

Purpose

The School is an equal opportunity provider of the National School Lunch Program. In accordance with the Federal civil rights law and U.S Department of Agriculture (USDA) civil rights regulations and policies, the USDA, its agencies, offices, and employees, and institutions participating in or administering USDA programs are prohibited from discriminating based on race, color, national origin, sex, disability, age, or reprisal or retaliation for prior civil rights activity in any program or activity conducted or funded by USDA.

Procedure for Submission of Complaints of Discrimination:



Any complaint of discrimination pertaining to the National School Lunch Program must be filed within 180 days of the alleged act of discrimination. Complaints of discrimination may be written, verbal, or anonymous, but should include:

1. Who is filing the complaint (when not anonymous)
2. Contact information for the person filing the complaint
3. When and where the incident occurred
4. What happened
5. People involved in the discrimination.

*Individuals filing a complaint may file with any of the following:

1. The School's executive director of academics or business manager.

Complaints received by School personnel shall be forwarded to Utah State Board of Education (USBE). Once a complaint is received by USBE, follow-up will be conducted and information will be reported to the USDA FNS regional office.

2. The Utah State Office of Education – Child Nutrition Programs Address: Utah State Office of Education Child Nutrition Programs, 250 E. 500 S., PO BOX 144200, Salt Lake City, UT 84114-4200 Phone: 801-538-7680, Fax: 801-538-7883.

3. The US Department of Agriculture Complete the USDA Program Discrimination Complaint for found at http://www.ascr.usda.gov/complaint_filing_cust.html To request a copy of the complaint form call, 866-632-9992. Submit your completed form or letter to USDA to the address below:

US Department of Agriculture Office of the Assistant Secretary for
Civil Rights
1400 Independence Avenue, SW
Washington, D.C. 20250-9410,
Fax: (202) 690-7442, Email: program.intake@usda.gov 4.
Additional information on the USDA Food and Nutrition Civil Rights
can be found online at: <http://www.fns.usda.gov/civil-rights>