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Notice Of Non-Discrimination

The Irvine Unified School District desires to provide a welcoming, safe, and supportive school environment to ensure equal access to and opportunities for all students in the district's educational programs, guidance and counseling programs, athletic programs, testing procedures, and other activities. District programs and activities shall be free from unlawful discrimination, including discriminatory harassment, intimidation, and bullying of any student based on the student's actual or perceived race or ethnicity, color, ancestry, national origin, nationality, ethnic group identification, immigration status, age, religion, actual or potential parental, family, or marital status, pregnancy, childbirth, termination of pregnancy or lactation, including related medical conditions or recovery, physical or mental disability, sex, sex stereotypes, sex characteristics, sexual orientation, gender, gender identity or expression, or genetic information; the perception of one or more of such characteristics; or association with a person or group with one or more of these actual or perceived characteristics.

The Irvine Unified School District prohibits discrimination, intimidation, bullying, or harassment of any student by any employee, student, or other person in the district. Prohibited harassment includes physical, verbal, nonverbal, or written conduct based on any of the categories listed above that is so severe, persistent, or pervasive that it affects a student's ability to participate in or benefit from an educational program or activity; creates an intimidating, threatening, hostile, or offensive education environment; has the purpose or effect of substantially or unreasonably interfering with a student's academic performance; or otherwise affects the student's educational opportunities.

Unlawful discrimination also includes disparate treatment of students based on one of the categories above with respect to the provision of opportunities to participate in school programs or activities or the provision or receipt of educational benefits or services.

This notice is provided as required by Title VI of the Civil Rights Act of 1964, Section 504 of the Rehabilitation Act of 1973, Title IX of the



Education Amendments of 1972, the Age Discrimination Act of 1975, Title II of the Americans with Disabilities Act of 1990, and the California Code of Regulations Title 5, Chapter 5.3 Nondiscrimination. Questions, complaints, or requests for additional information regarding these laws may be forwarded to the District's designated compliance coordinators.

The following persons have been designated to handle inquiries regarding non-discrimination policies:

Coordinator, CCR Title V, Title IV - Executive Director, Secondary Education, 5050 Barranca Parkway, Irvine, CA. 92604, [\(949\) 936-5047](tel:(949)936-5047), ChristopherKrebs@iusd.org

Coordinator, Section 504, Title II, Title VI, Director, Student Services, 5050 Barranca Parkway, Irvine, CA, 92604, [\(949\) 936-5171](tel:(949)936-5171), Timothytatum@iusd.org

Coordinator, CTE, Coordinator, College & Career Readiness, 5050 Barranca Parkway, Irvine, CA 92604, [\(949\) 936-5205](tel:(949)936-5205), AmyPaulsen@iusd.org

Coordinator, Title VII, Age Discrimination Act & Age Discrimination in Employment Act, Director, Human Resources, 5050 Barranca Parkway, Irvine, CA 92604, [\(949\) 936-5136](tel:(949)936-5136), SusanKemp@iusd.org

Any person may also contact the following:

San Francisco Office for Civil Rights, U.S.

Department of Education, regarding the District's compliance with Section 504, Title II, Title VI, Title IX, and the Age Discrimination Act

Office for Civil Rights

U.S. Department of Education

50 Beale Street, Suite 7200 San Francisco, CA 94105

Telephone: [415-486-5555](tel:415-486-5555)

California Human Rights Commission

25 Van Ness Avenue, Room 800

San Francisco California 94102-6033

(415) 252-2500

Equal Employment Opportunity Commission

Concerns relating to the Age Discrimination in Employment Act, or Title VII



Roybal Federal Building
255 East Temple St., 4th Floor
Los Angeles, CA 90012
[1-800-669-4000](tel:1-800-669-4000)

U.S. Department of Justice
950 Pennsylvania Ave.
NW Washington DC 20530-0001
[415-252-2500](tel:415-252-2500) / [202-353-1555](tel:202-353-1555)

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