



# Notice of Non-Discrimination

In accordance with Title VI of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, Section 504 of the Rehabilitation Act of 1973, the Age Discrimination Act of 1975, Title II of the Americans with Disabilities Act of 1990, the Genetic Information Nondiscrimination Act of 2008 and the D.C. Human Rights Act of 1977, as well as all subsequent amendments of these acts, District of Columbia Public Schools (DCPS) does not discriminate in its education programs or activities (including employment therein or admission thereto) on the basis of actual or perceived race, color, disability, religion, national origin, sex, age, marital status, personal appearance, sexual orientation, gender identity or expression, family status, family responsibilities, matriculation, political affiliation, genetic information, source of income, credit information, or status as a victim or family member of a victim of domestic violence, sexual offense or stalking. Sexual harassment is a form of sex discrimination, which is prohibited by Title IX of the Education Amendments of 1972. In addition, harassment based on any of the protected categories listed above is prohibited.

Discrimination in violation of the aforementioned laws will not be tolerated. Violators will be subject to disciplinary action. Inquiries and/or complaints regarding the non-discrimination policies of DCPS can be addressed using the guidance outlined below.

**Title IX of the Education Amendments of 1972 and its implementing regulations require DCPS to implement specific and continuous steps to protect students and others against discrimination on the basis of sex, including sexual harassment. Students, parents/guardians, school visitors, and members of the general public with inquiries and/or complaints regarding potential sex-based discrimination should contact:**

Anitra Allen, Title IX Coordinator The Comprehensive Alternative Resolution & Equity (CARE) Team District of Columbia Public Schools 1200 First St NE, 9 <sup>th</sup> Floor Washington, DC 20002 Phone: (202) 442-5404 E-mail: <a href="mailto:dcps.care@k12.dc.gov">dcps.care@k12.dc.gov</a>	OR	Assistant Secretary for Civil Rights U.S. Department of Education 400 Maryland Ave, SW Washington, DC 20202-1100 Phone: 1-800-421-3481 E-mail: <a href="mailto:OCR@ed.gov">OCR@ed.gov</a>	OR	DC Office of Human Rights 441 4 <sup>th</sup> St NW, Suite 570N Washington, D.C. 20001 Phone: (202) 727-4559 (TDD: 1-877-521-2172) E-mail: <a href="mailto:OHR@dc.gov">OHR@dc.gov</a>
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**Students, parents/guardians, school visitors, and members of the general public with inquiries and/or complaints regarding potential violation of DCPS' anti-discrimination policies besides those related to sex-based discrimination should contact:**

The Comprehensive Alternative Resolution & Equity (CARE) Team District of Columbia Public Schools 1200 First St NE, 9 <sup>th</sup> Floor Washington, DC 20002 Phone: (202) 442-5405 E-mail: <a href="mailto:dcps.care@k12.dc.gov">dcps.care@k12.dc.gov</a>	OR	Assistant Secretary for Civil Rights U.S. Department of Education 400 Maryland Ave, SW Washington, DC 20202-1100 Phone: 1-800-421-3481 (TDD: 1-877-521-2172) E-mail: <a href="mailto:OCR@ed.gov">OCR@ed.gov</a>	OR	DC Office of Human Rights 441 4 <sup>th</sup> St NW, Suite 570N Washington, DC 20001 Phone: (202) 727-4559 (TDD: 1-877-521-2172) E-mail: <a href="mailto:OHR@dc.gov">OHR@dc.gov</a>
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**DCPS staff with inquiries and/or complaints\* regarding potential employment or staff-related violation of DCPS' anti-discrimination policies should contact:**

Equal Employment Opportunity Team Office of Labor Management & Employee Relations (LMER) District of Columbia Public Schools 1200 First St NE, 10 <sup>th</sup> Floor Washington, DC 20002 Phone: (202) 442-5424 E-mail: <a href="mailto:dcps.eeo-ada@k12.dc.gov">dcps.eeo-ada@k12.dc.gov</a>	OR	U.S. Equal Employment Opportunity Commission (EEOC) 131 M St NE, 4th Floor, Suite 4NWO2F Washington, DC 20507 Phone: 1-800-669-4000 E-mail: <a href="mailto:info@eeoc.gov">info@eeoc.gov</a> Website: <a href="http://www.eeoc.gov">www.eeoc.gov</a>
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**DCPS will not tolerate retaliation against those who make a report of discrimination or who help in any investigation of alleged discrimination. Individuals must not be intimidated, threatened, coerced, discriminated against or otherwise retaliated against for making good faith and non-malicious intent to report potential violations of laws, regulations or policies. If it is found that retaliation has occurred, persons can be subject to the applicable disciplinary process, up to and including termination.**

\*DCPS staff who know or reasonably should know of potential discrimination in violation of any of DCPS' anti-discrimination policies involving students or students/staff MUST contact the DCPS Title IX Coordinator, Anitra Allen, by email at [dcps.care@k12.dc.gov](mailto:dcps.care@k12.dc.gov) or by phone at 202-442-5404. DCPS staff who know or reasonably should know of potential discrimination on the basis of sex, including sexual harassment, involving only DCPS staff MUST contact LMER, Attn: Sexual Harassment Officer.