

June 2014

## Parents and Students:

The El Paso Independent School District and this campus, as part of its compliance with laws and procedures as enforced by the Office for Civil Rights and Texas Education Agency (TEA) requirements, has provided for employees', students', applicants', or parents' procedures that preserve the rights and responsibilities of those individuals regarding nondiscrimination, harassment, and grievances.

These policies and procedures are available to you on EPISD Web site, or by visiting the campus' administrative office. For your convenience, the following summarizes the basic information:

### **Nondiscrimination**

The El Paso Independent School District does not discriminate in its educational programs or employment practices on the basis of race, color, religion, sex, national origin, age, disability, military status, or on any other basis prohibited by law. Inquiries concerning the application of Titles VI, VII, or IX, and Section 504 may be referred to Cecilia Whiteman at 775-2109.

### **Harassment**

Procedures are outlined in District policies DHB, DH, DIA, FFH, FNCJ, FNCL. District administrators are required to adhere to the requirements as outlined in the aforementioned policies in order to provide a timely, thorough, and complete resolution of incidents involving harassment as identified by policy.

### **Grievance**

Procedures are outlined in District policies DGBA, FNG, and GF and have been codified for the convenience of employees, students, applicants and parents. District administrators are required to adhere to the requirements as outlined in the aforementioned policies in order to provide a timely, thorough, and complete resolution of concerns, complaints, and grievances as identified by policy.