

Notice of Non-Discrimination

Notice of Non-Discrimination Sheridan County School District 1

Sheridan County School District 1 does not discriminate on the basis of race, color, national origin, sex, disability, or age, in its programs and activities. This Notice of Non-Discrimination is provided pursuant to federal laws and regulations, including those implementing Title VI, Title VIII, Title IX, the Americans with Disabilities Act (ADA), Section 504 of The Rehabilitation Act of 1973, and the Age Discrimination Act.

This Notice is provided to inform all faculty, staff, students, parents, and guests that Laramie County School District 1 is committed to the principle of equal opportunity and does not discriminate on the basis of race, color, religion, sex, age, sexual orientation, national origin, disability, or status as a disabled or Vietnam-era veteran in its programs, activities, or conditions of employment.

- Inquiries concerning adults may be referred to the Sheridan County School District #1 Superintendent located in the Central Office Building at 1127 Dayton Street, Rancheater, WY 82839, or phone 307-655-9541.
- Inquiries regarding staff or students and sexual harassment, contact the Title IX Coordinator located in the Central Office Building at 1127 Dayton Street, Rancheater, WY 82839, or phone 307-655-9541, or by email at pkilbride@sheridan.k12.wy.us
- Inquiries concerning students and any Section 504 concerns may contact the District 504 Coordinator located in the Central Office Building at 1127 Dayton Street, Rancheater, WY 82839, or phone 307-655-9541.

Title I of the Americans with Disabilities Act of 1990 prohibits employment discrimination against qualified individuals with disabilities by employers with 15 (fifteen) or more employees. The United States Equal Employment Opportunity Commission and the Office for Civil Rights are the agencies assigned to enforce Title I of the ADA.

Title II of the Americans with Disabilities Act of 1990 prohibits disability discrimination by public entities, including public schools, whether or not they receive federal financial assistance. The Office for Civil Rights (United States Department of Education) is the agency charged with enforcing Title II of the ADA.

Title VI of the Civil Rights Act of 1964 prohibits discrimination on the basis of race, color, or national origin in any program or activity receiving federal financial assistance. Programs and activities that receive federal financial assistance from the United States Department of Education are covered by Title VI. The Office for Civil Rights of the United States Department of Education is the agency charged with enforcing Title VI.

Title VII of the Civil Rights Act of 1964 protects individuals against unlawful employment practices based on race, color, sex, and national origin. The Civil Rights Act of 1991 significantly extended plaintiffs' rights under Title VII. The United States Equal Employment Opportunity Commission is the agency charged with enforcing Title VII.

Title IX of the Education Amendments of 1972 prohibits discrimination on the basis of sex in education programs or activities and extends to employment and admission to institutions that receive federal financial assistance. The Office for Civil Rights of the United States Department of Education is the agency charged with enforcing Title IX.

Age Discrimination Act of 1975 protects people from discrimination based on age in programs or activities receiving federal financial assistance. The United States Equal Employment Opportunity Commission is the agency charged with enforcing the Age Discrimination Act of 1975.

Age Discrimination in Employment Act of 1967 protects individual who are forty (40) years of age and older. The United States Equal Employment Opportunity Commission is the agency charged with enforcing the ADEA.

Civil Rights Act of 1991 provides monetary damages in cases of intentional employment discrimination. The United States Equal Employment Opportunity Commission is the agency charged with enforcing the Civil Rights Act of 1991.

Equal Pay Act of 1963 protects men and women who perform substantial, equal work in the same establishment from sex-based wage discrimination. The United States Equal Employment Opportunity Commission is the agency charged with enforcing the Equal Pay Act of 1963.

Section 504 of the Rehabilitation Act of 1973 protects people from discrimination in admission, employment, treatment, or access based on disability in programs or activities receiving federal financial assistance. The Office for Civil Rights, United States Department of Education, is the agency charged with enforcing Section 504 of the Rehabilitation Act of 1973.

Section 503 of the Rehabilitation Act of 1973 prohibits job discrimination on the basis of disability and requires affirmative action to employ and advance in employment qualified individuals with disabilities. The Employment Standards Administration Office of Federal Contract Compliance Programs within the United States Department of Labor is the agency charged with enforcing Section 503 of the Rehabilitation Act of 1973.

Executive Order 11246 requires certain governmental contractors to engage in affirmative action and prohibits discrimination based on race, sex, or national origin. The Office of Federal Contract Compliance Programs in the United States Department of Labor is the agency charged with enforcing Executive Order 11246 and ensuring that federal contractors are in compliance.

Section 402 of the Vietnam-era Veterans' Readjustment Assistance Act of 1974, as amended, prohibits job discrimination against disabled veterans and veterans of the Vietnam Era, and requires affirmative action to employ and advance in employment qualified disabled veterans and veterans of the Vietnam Era. The Office of Federal Contract Compliance Programs in the United States

Department of Labor is the agency charged with enforcing Section 402 of the Vietnam-era Veterans' Readjustment Assistance Act of 1974 and ensuring that federal contractors are in compliance.

Federal Citations – The regulations implementing Title VI, Title IX, Section 504, The Americans with Disability, The Age Discrimination Act, and Title VII contain requirements for recipients to issue notices of non-discrimination, 34 C.F.R. §100.6(d), 106.9, 104.8, 110.25, 41 C.F.R. § 60-1.42(a), respectively. The Title II regulation also contains a notice requirement that applies to all units of government, whether or not they receive federal aid. (See 28 C.F.R. § 35.106.)

- Inquiries concerning adults or students as well as any Section 504 concerns may be referred to the Sheridan County School District #1 Superintendent located in the Central Office Building at 1127 Dayton Street, Ranchester, WY 82839, or phone 307-655-9541.
- **Website Accessibility** - We continually strive towards compliance with SCSD1 Non-Discrimination Policies, Web Content Accessibility Guidelines (WCAG), Americans with Disabilities Act, World Wide Web Consortium (W3C), as well as Section 508 policy regarding web accessibility. SCSD1 is committed to providing accessibility to all users, and we will continue to make improvements to our website to ensure that it meets the requirements of these laws and standards. If assistance is needed in accessing material on any of the SCSD1 websites, please contact our Service Desk at 307-655-9541.

Annual Public Notice of Non-Discrimination in Career & Technical Education (CTE)

Sheridan County School District 1 does not discriminate on the basis of race, color, national origin, sex, age, or disability in admission or access to its programs, services, or activities, in treatment of individuals, or in any aspect of their operations. Sheridan County School District 1 Career and Technical Education (CTE) department does not discriminate in enrollment or access to any of the programs available.

Sheridan County School District 1 CTE programs consist of the following:

- Agriculture/Welding Education
- Computer Science/Coding
- Family and Consumer Science
- Industrial Technology

Sheridan County School District 1 also does not discriminate in its hiring or employment practices.

This notice is provided as required by Title VI of the Civil Rights Acts of 1964, section 504 of the Rehabilitation Act of 1973, Title IX of the Education Amendments of 1972, the Age Discrimination Act of 1975, and the Americans with Disabilities Act of 1990. Questions, complaints, or requests for additional information regarding the laws may be forwarded to the Sheridan County School District #1 Superintendent located in the Central Office Building at 1127 Dayton Street, Ranchester, WY 82839, or phone 307-655-9541.