



# NORTH RIVER CHARTER ACADEMY

## North River Charter Academy's Non-Discrimination Policy

Over the last several months, the United States Department of Education (USDOE) undertook a sweeping review and revision of handling and investigating of Title IX complaints. The revisions included definitional changes, investigative and decision-making oversight, processes and procedures, standards of evidentiary review and process considerations, and so on.

North River Charter Academy does not discriminate on the basis of race, color, religion, national origin, sex, disability, or age in the provision of educational opportunities or employment opportunities and benefits.

The school does not discriminate on the basis of sex or disability in the education programs and activities that it operates, pursuant to the requirements of Title IX of the Education Amendments of 1972, Section 504 of the Rehabilitation Act of 1973, and the Americans with Disabilities Act of 1990, respectively.

The right not to be discriminated against extends to both employees and students of the school and shall include equal access to designated youth organizations in conformity with the Boy Scouts of America Equal Access Act.

### **The following personnel should be contacted for inquiries about their rights or to learn how to file a complaint regarding discrimination:**

**Employees:** For matters involving Section 504 of the Rehabilitation Act of 1973, the Americans with Disabilities Act, Age Discrimination in Employment Act, Title VII, and Florida's Educational Equity Act, or other matters involving suspected or known acts of discrimination, contact Mr. William Staros, Chief Operating Officer, at (941)545-6380, or at 8605 Erie Road, Parrish, FL, 34219.

**Students:** For all Title IX or other matters involving suspected or known acts of discrimination involving employees, contact Ms. Brittany Fangmeier, Principal and Title IX Coordinator, at (941)545-6380, or at 8605 Erie Road, Parrish, FL, 34219, [principal@NRCAedu.org](mailto:principal@NRCAedu.org)

### **Investigative Team:**

**For Students:** All school administrators to include Principal, Assistant Principals, and School Counselors

**For Employees:** Principal, Assistant Principal, Board of Directors, and FORZA Education Management