

NONDISCRIMINATION STATEMENT

The School of Arts and Enterprise (“The SAE”) does not discriminate against any person on the basis of actual or perceived disability (mental or physical), gender, gender identity, gender expression, nationality, national origin, ancestry, race or ethnicity, citizenship, immigration status, creed, religious affiliation, sexual orientation, pregnancy status, childbirth, medical condition, marital status, age, or any other characteristic that is contained in the definition of hate crimes in the California Penal Code or otherwise protected by federal, state, local law, ordinance or regulation.

The SAE Board of Directors shall not refuse to approve the use or prohibit the use of any textbook, instructional material, supplemental instructional material, or other curriculum for classroom instruction or any book or other resource in a school library on the basis that it includes a study of the role and contributions of Native Americans, African Americans, Latino Americans, Asian Americans, Pacific Islanders, European Americans, LGBTQ+ Americans, persons with disabilities, or members of other ethnic, cultural, religious, or socioeconomic status groups.

The SAE does not discourage students from enrolling or seeking to enroll in The SAE for any reason, including, but not limited to, academic performance, disability, neglect or delinquency, English proficiency, for being homeless or a foster/mobile youth, economic disadvantage, nationality, race, ethnicity, or sexual orientation. Charter School shall not encourage a student currently attending Charter School to disenroll or transfer to another school based on any of the aforementioned reasons except in cases of expulsion and suspension or involuntary removal in accordance with The SAE’s charter and relevant policies.

The SAE does not request nor require student records prior to a student’s enrollment.

The SAE is committed to providing a work and educational atmosphere that is free of unlawful harassment and discrimination. The SAE adheres to all provisions of federal law, including but not limited to, Title IX of the Education Amendments of 1972 (sex), Titles IV, VI, and VII of the Civil Rights Act of 1964 (race, color, or national origin), The Age Discrimination Act of 1975, the Individuals with Disabilities Education Improvement Act of 2004 (“IDEA”), and Section 504 of the Rehabilitation Act of 1973.

The SAE adheres to the requirements of Title II of the Americans with Disabilities Act of 1990 (“ADA”), as amended by the ADA Amendments Act 2008, which prohibits discrimination on the basis of mental or physical disability in any program, activity, or employment opportunity offered red by The SAE, and its implementing regulations at 28 C.F.R. 35.101-190.

The SAE does not condone or tolerate harassment of any type, including but not limited to unlawful discrimination, intimidation, or bullying, including cyber sexual bullying or sexual harassment, by any employee; independent contractor or other person with which The SAE does business; student; volunteer; or community member regardless of position or gender.

The SAE will promptly and thoroughly investigate any complaint of harassment and take appropriate corrective action, if warranted.

Inquiries, complaints, or grievances regarding harassment as described in this section, above, should be directed to The SAE Uniform Complaint Procedures (“UCP”) Compliance Officer:

Jon Gundry, Chief Executive Officer
jgundry@thesae.k12.ca.us
(909) 622-0699

The lack of English language skills will not be a barrier to admission or participation in Charter School’s programs or activities. Charter School prohibits retaliation against anyone who files a complaint or who participates or refuses to participate in a complaint investigation.

The Charter School’s Nondiscrimination Statement relevant to employees is located within The SAE’s Employee Handbook and can be located at 295 N. Garey Ave., Pomona CA, 91767

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