



## **Non-discrimination and Equal Opportunity**

The Cardinal McCloskey Community Charter School (“CMCCS” or the “School”), its officers and employees, will not discriminate in its programs and activities on the basis of legally protected classes, such as, but not limited to any student, employee, intern, or applicant on the basis of race (including traits historically associated with race, such as hair texture and protective hairstyles like braids, locks, and twists), color, national origin, creed, religion (including religious practices), marital status, sex (including pregnancy, childbirth, or related medical condition), gender identity and expression (i.e., actual or perceived gender-related identity, appearance, behavior, expression, or other gender-related characteristic regardless of the sex assigned to that person at birth, including but not limited to the status of being transgender), sexual orientation, age, disability (physical or mental), predisposing genetic characteristic, veteran, military work or status, domestic violence victim status citizenship/immigration status or use of guide dog, hearing dog, or service dog, as applicable, or any other characteristic protected by federal or state law. The School provides equal access to youth groups. The School will provide notice of this policy in accordance with federal and state law and regulation.

This policy of nondiscrimination includes access by students to educational programs, counseling services for students, course offerings, and student activities, as well as recruitment and appointment of employees and interns, with respect to employment, pay, benefits, advancement, termination or other terms and conditions of employment.

This policy also applies to all CMCCS students, employees, interns and personnel in a contractual or other business relationship with the School and applies with equal force on CMCCS property as it does at CMCCS sponsored events, programs and activities.

Employees also have protections under state law against discrimination on the basis of their familial status, reproductive healthcare decisions (their own or their dependents) and certain prior criminal history.

Specific protections for students under the Dignity for All Students Act are addressed in the School’s Dignity for All Students Act policy. The School will follow the guidance from the State Education Department on creating a safe, supportive, and affirming school environment for transgender and gender-expansive students.

As a condition of participation in federal meal programs, the School will post the following statement: “In accordance with federal civil rights law and U.S. Department of Agriculture (USDA) civil rights regulations and policies, this institution is prohibited from discriminating on the basis of race, color, national origin, sex (including gender identity and sexual orientation),



disability, age, or reprisal or retaliation for prior civil rights activity.” Discrimination complaint information is available at <https://www.fns.usda.gov/civil-rights/usda-nondiscrimination-statement-other-fns-programs>.

A finding that an individual has engaged in conduct in violation of this policy may result in disciplinary action and/or filing of a report with third parties in the manner prescribed by the School’s code of conduct, the law or applicable contract.

Nothing in this policy will be construed to prohibit a denial of admission into, or exclusion from, a course of instruction or activity based on a person’s gender that would be permissible under the law, or to prohibit, as discrimination based on disability, actions that would be permissible under the law.

### **Website Accessibility**

To promote the accessibility of the School’s website and social media to persons with disabilities, and as required by federal regulations implementing the Americans With Disabilities Act, the School’s website content and mobile apps will conform to the WCAG 2.1 Level AA standard for accessibility on or after April 26, 2027. If a technical or legal limitation prevents accessibility, conforming alternate versions of web content may be used. Exceptions to this requirement are outlined in federal regulations 28 CFR Part 35, and includes certain archived web content, certain preexisting electronic documents, certain third-party content, individualized secured electronic documents, and preexisting social media posts). The School’s [Communications Office] is responsible for addressing the accessibility of the School’s website content and mobile apps.

### **Annual Notification**

At the beginning of each school year, the School will publish a notice of the established grievance procedures for resolving complaints of discrimination to parents/guardians, employees, eligible students and the community.

The public notice will:

1. Inform parents, employees, students and the community that all education programs, including but not limited to vocational programs, are offered without regard to actual or perceived race, color, weight, national origin, ethnic group, religion, religious practice, disability, sex; sexual orientation, or gender (including gender identity and expression);



2. Provide the name, address and telephone number of the person designated to coordinate activities concerning discrimination; and
3. Be included in announcements, bulletins, catalogs, and applications made available by the School.

Complaints of sex discrimination and sex-based harassment are addressed by the School's Title IX Grievance Procedure, and will also be addressed by other CMCCS policies if the conduct is not a violation of Title IX. Complaints of discrimination and harassment made by employees and applicants are addressed by the process outlined in the School's Prohibited Discrimination & Harassment Policy in the Employee Handbook. Complaints of discrimination and harassment by students are also addressed by the process outlined in the Dignity Act in the Employee Handbook.

All complainants and those who participate in the investigation of a complaint in conformity with state law and CMCCS policies, who have acted reasonably and in good faith, have the right to be free from retaliation of any kind.

**REVISED: 5/6/26**