

Academy Del Sol, Inc

Non-Discrimination Policy

Academy Del Sol, Inc., does not discriminate on the basis of **race, color, national origin, sex (including sexual orientation, gender identity, and pregnancy), disability, religion, age, genetic information, or any other status protected by federal or state law** in admission to its programs, services, or activities, in access to them, in treatment of individuals, or in any aspect of their operations.

Academy Del Sol, Inc., provides equal access to all educational programs, employment, activities, and services as required by applicable laws, including Title VI of the Civil Rights Act 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. The lack of English language skills will not be a barrier to participation or admission in any program or activity.

Harassment, discrimination, and retaliation are strictly prohibited. Questions, complaints, or requests for additional information may be directed to the designated compliance coordinator(s):

- **Title IX/Non-Discrimination Coordinator**
 - Dr. David Braswell, HR Consultant
 - PO Box 10683 Glendale, AZ 85318 800-599-0350

Any person who feels they have been discriminated against may file a grievance under the district's internal complaint and grievance procedure. Academy Del Sol, Inc., will take immediate steps to prevent recurrence of any harassment or discrimination and remedy its effects.