

HUMAN RESOURCES



514 Glover Street
Marietta, GA 30060
770-426-3398 office
678-594-8613 fax

Memorandum

TO: Principals and Administrators

FROM: Donald Dunnigan, Ed.D.
Chief Human Resources Officer

DATE: April 24, 2009

SUBJECT: Civil Rights Compliance Notice

As you are aware, Cobb County School District (CCSD) policies require compliance with all state and federal civil rights laws. Parents, students, employees, applicants, and other individuals may present allegations of discrimination internally to District representatives responsible for facilities/program accessibility, student civil rights, and equal employment opportunity. Additionally, the U.S. Equal Employment Opportunity Commission and the Office for Civil Rights of the U.S. Department of Education have enforcement authority over various federal anti-discrimination statutes; and individuals may file discrimination complaints directly with them.

The U.S. Department of Education (DOE) requires its beneficiaries in programs or activities that receive financial assistance to issue comprehensive policies prohibiting discrimination within all programs and activities, and sets forth requirements for notices of non-discrimination. We will continue to comply with these requirements, as we have in the past.

Accordingly, the following is CCSD's updated notice of non-discrimination in both English and Spanish. Please post these notices in locations accessible to students, parents, employees, school administrators, and department managers.

Thank you for your assistance in sharing this essential information.



POST THIS NOTICE IN A LOCATION ACCESSIBLE TO STUDENTS, PARENTS/GUARDIANS, EMPLOYEES, AND SCHOOL ADMINISTRATORS, AND DEPARTMENT MANAGERS.

May 2009

Policies/Rules of the Cobb County Board of Education require full compliance with all federal and state non-discrimination laws, including:

- ⇒ Civil Rights Act of 1964: **Title VI and Title VII** , along with **Title IX Educational Amendments of 1972 (Title VI, Title VII, and Title IX)**
- ⇒ Age Discrimination In Employment Act of **1967 (ADEA)**
- ⇒ Lilly Ledbetter Fair Pay Act of 2009
- ⇒ Americans With Disabilities Act of **1990 (as amended): Titles I, II, and III (ADA)**
- ⇒ **§504 of the Rehabilitation Act of 1973 (Section 504)**
- ⇒ **Public Law 101-476 – Individuals With Disabilities Education Act (IDEA)**

Discrimination on the basis of age, race, color, national origin, religion, sex, disability, and veteran status is prohibited in all Cobb County School District (District) programs and activities. Below is a list of individuals designated to handle inquiries regarding the District’s non-discrimination policies:

Facilities Accessibility (770) 590-4518	Director of Construction 514 Glover St, Marietta, GA 30060
Title IX Student Issues (678) 331-1071	Athletic Director – Now housed at Hillgrove High School 4165 Luther Ward Road, Powder Springs, GA 30127
Title VI Student Issues (770) 426-3518	Executive Director, Student Support 514 Glover St, Marietta, GA 30060
Student Program Accessibility (770) 426-3320	Assistant Superintendent, Special Student Services 514 Glover St, Marietta, GA 30060
Employee Issues (770) 426-3543	Diversity & Equal Employment Opportunity Manager 514 Glover St, Marietta, GA 30060

Questions concerning policies and practices of an individual school in the District may be addressed to the building Principal, or to the Superintendent, P.O. Box 1088, Marietta, GA 30061, (770) 426-3300.

Discrimination complaints may also be filed directly with:

The Equal Employment Opportunity Commission Sam Nunn Atlanta Federal Center 100 Alabama Street, SW, Suite 4R30 Atlanta, Georgia 30303	(800) 669-4000 Employees or applicants with complaints alleging discrimination on the basis of race, color, national origin, sex, disability, age, retaliation, or religion
The U.S. Department of Education Atlanta Office For Civil Rights 61 Forsyth St. S.W., Suite 19T70 Atlanta, GA 30303-3104	(404) 562-6350 Individuals with complaints alleging discrimination on the basis of race, color, national origin, sex, disability, or age



COLOQUE ESTA NOTIFICACION EN UN LUGAR ACCESIBLE A ESTUDIANTES, PADRES/ TUTORES, EMPLEADOS, Y ADMINISTRADORES ESCOLARES Y JEFES DE DEPARTAMENTOS.

Mayo 2009

Las políticas y reglas de la Junta de Educación del Condado de Cobb requieren el pleno cumplimiento de todas las leyes antidiscriminatorias federales y estatales, incluyendo:

- ⇒ Acta de Derechos Civiles del 1964: **Título VI y Título VII** , junto con el **Título IX Enmiendas Educativas de 1972 (Título VI, Título VII y Título IX)**
- ⇒ Ley Contra el Discrimen por Edad en el Empleo de 1967 (**ADEA**)
- ⇒ Ley de Pago Justo Lilly Ledbetter - 2009
- ⇒ Acta de Americanos con Discapacidades **del 1990: Título I, II, y III (ADA)**
- ⇒ § **504** del Acta de Rehabilitación de **1973 (Sección 504)**
- ⇒ **Ley Pública 101-476** – Acta para la Educación de Individuos con Discapacidades (**IDEA**)

La discriminación por edad, raza, color, origen nacional, religión, sexo, discapacidad y estatus por ser veterano está prohibida en todos los programas y actividades del Distrito Escolar del Condado de Cobb (CCSD). A continuación incluimos un listado de las personas designadas para manejar solicitudes de información de la política antidiscriminatoria del Distrito:

**Acceso a Facilidades
(770) 590-4518**

**Director de Construcción
514 Glover St, Marietta, GA 30060**

**Asuntos Estudiantiles Título IX
(678) 331-1071**

**Director de Atléticas
4165 Luther Ward Road, Powder Springs, GA 30127**

**Asuntos Estudiantiles Título VI
(770) 426-3518**

**Director Ejecutivo de Apoyo Estudiantil.
514 Glover St, Marietta, GA 30060**

**Acceso a Programas Estudiantiles
(770) 426-3320**

**Ayudante del Superintendente, Servicios Especiales a Estudiantes
514 Glover St, Marietta, GA 30060**

**Asuntos de Empleados
(770) 426-3543**

**Supervisor, Diversidad e Igualdad de Oportunidad de Empleo
514 Glover St, Marietta, GA 30060**

Preguntas relacionadas con las políticas y prácticas de una escuela en particular en el Distrito pueden ser dirigidas al director(a) del edificio o a el superintendente escolar, P.O. Box 1088, Marietta, GA 30061, (770) 426-3300.

Querellas por discriminación también pueden ser presentadas directamente con:

<p>La Comisión de Igualdad de Oportunidad de Empleo (The Equal Employment Opportunity Commission) Sam Nunn Atlanta Federal Center 100 Alabama Street, SW, Suite 4R30 Atlanta, Georgia 30303</p>	<p>(800) 669-4000 Empleados o solicitantes con querellas alegando discriminación por raza, color, origen nacional, sexo, discapacidad, edad, represalia o religión.</p>
<p>Departamento de Educación de EE.UU. (The U.S. Department of Education) Atlanta Office For Civil Rights 61 Forsyth St. S.W., Suite 19T70 Atlanta, GA 30303-3104</p>	<p>(404) 562-6350 Individuos con querellas alegando discriminación por raza, color, origen nacional, sexo, discapacidad o edad</p>