



General Notice of Nondiscrimination

Ann Jerkins Harris Academy of Excellence (AJHAE) is committed to providing an educational and work environment that is safe, inclusive, respectful, and free from unlawful discrimination and harassment.

AJHAE does not discriminate on the basis of:

- Race
- Color
- National origin
- Ancestry
- Citizenship status
- Sex
- Sexual orientation
- Gender identity or expression
- Disability
- Age
- Religion
- Military status
- Genetic information
- Pregnancy
- Any other protected status under applicable federal or Ohio law

This nondiscrimination policy applies to all areas of the school's operations, including:

- Student admissions and enrollment
- Educational programs and services
- Employment practices
- Hiring and recruitment
- Athletics and extracurricular activities
- Discipline and student services
- Access to school-sponsored activities
- Contracts and vendor relationships when applicable

Equal Educational Opportunities

AJHAE is committed to providing equal educational opportunities for all students and ensuring that students are able to participate fully in school programs, activities, and services regardless of protected status.

The school supports an educational environment that promotes respect, equity, inclusion, and positive relationships among students, staff, families, and the community.

Accommodations & Accessibility

AJHAE provides reasonable accommodations and support services for qualified individuals with disabilities in accordance with:

- Section 504 of the Rehabilitation Act
- The Americans with Disabilities Act (ADA)
- The Individuals with Disabilities Education Act (IDEA)
- Applicable Ohio laws and regulations

Individuals needing accommodations or accessibility support are encouraged to contact the school.

Harassment & Retaliation Prohibited

AJHAE prohibits:

- Discrimination
- Harassment
- Bullying
- Intimidation
- Retaliation

against students, employees, parents, guardians, applicants, or community members based on any protected classification.

Reports of discrimination or harassment will be reviewed and addressed in accordance with school policies and applicable laws.

Reporting Concerns

Individuals who believe they have experienced discrimination, harassment, retaliation, or denial of equal access are encouraged to report concerns to school administration.

AJHAE will respond to complaints promptly and in accordance with applicable policies, procedures, and legal requirements.

Compliance

AJHAE complies with applicable federal and state nondiscrimination laws and regulations, including but not limited to:

- Title VI of the Civil Rights Act of 1964
- Title IX of the Education Amendments of 1972
- Section 504 of the Rehabilitation Act
- Americans with Disabilities Act (ADA)
- Individuals with Disabilities Education Act (IDEA)
- Ohio Revised Code (ORC)
- Ohio Administrative Code (OAC)
- Ohio Department of Education and Workforce (ODEW) requirements
- Applicable community school sponsor standards and requirements