

Notice of Nondiscrimination

Lincoln County School District #2 (the District) is committed to a policy of nondiscrimination in relation to race, disability, national origin, ancestry, creed, color, religion, sex, or age. This policy should prevail in all matters concerning staff, students, educational programs and services, and individuals with whom the school district does business.

This Notice is provided to inform all faculty, staff, students, parents, and guests that LCSD2 is committed to the principle of equal opportunity and does not discriminate on the basis of race, color, religion, national origin, sex, disability, age, or any other classification protected by law in its programs, activities or employment practices.

The District shall establish and maintain an atmosphere in which all persons can develop attitudes and skills for effective, cooperative living, including:

- a. respect for the individual, regardless of economic status, intellectual ability, race, disability, national origin, ancestry, creed, color, religion, sex, or age;
- b. respect for cultural differences;
- c. respect for economic, political, and social rights of others; and
- d. respect for the right of others to seek and maintain their own identities.

The District prohibits retaliation, intimidation, threats, coercion, or discrimination against any person for opposing discrimination, including harassment, or for participating in the District's discrimination complaint process or making a complaint, testifying, assisting, or participating in any manner, in an investigation, proceeding, or hearing.

The District, in keeping with the requirements of state and federal law, will attempt to remove any vestige of prejudice and discrimination in employment, assignment, and promotion of personnel; location and use of facilities; in educational offerings and instructional materials.

All employees, students, and community members are hereby notified that this district does not discriminate on the basis of sex in educational programs receiving federal or state financial assistance and that it does intend to comply with Title IX of the educational amendments of 1972 and as subsequently amended. Any student or their parent, or employee who has a complaint relating to sex discrimination, sexual harassment, or Title IX, is referred to policy ACA and the procedures set forth therein.

Civil Rights Compliance Officer

Nathan Wescott, Director of Special Services
(307) 885-7143
nwescott@lcsd2.org
360 S. Jefferson St.
Afton WY, 83110

Additional staff will also respond to inquiries regarding non-discrimination policies:

Title IX to include Sexual Harassment, Discrimination, Bullying, Misconduct
(Staff and Students)

Nathan Wescott, Director of Special Services
(307) 885-7143
nwescott@lcsd2.org
360 S. Jefferson St.
Afton WY, 83110

ADA / 504 - Staff

JC Inskeep, Director of Finance
(307) 885-3811
jcinskeep@lcsd2.org
360 S. Jefferson St.
Afton WY, 83110

ADA/504 - Students

Kory Hokanson, Director of Instruction
(307) 885-3811
kohokanson@lcsd2.org
360 S. Jefferson St.
Afton WY, 83110

Special Education

Nathan Wescott, Director of Special Services
(307) 885-7143
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360 S. Jefferson St.
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This Notice of Nondiscrimination is provided pursuant to federal laws and regulations, including those implementing Title VI, Title VIII, Title IX, the Americans with Disabilities Act (ADA), Section 504 of The Rehabilitation Act of 1973, and the Age Discrimination Act.

Federal Citations – The regulations implementing Title VI, Title IX, Section 504, The Americans with Disability, The Age Discrimination Act, and Title VII contain requirements for recipients to issue notices of non-discrimination, 34 C.F.R. §100.6(d), 106.9, 104.8, 110.25, 41 C.F.R. § 60-1.42(a), respectively. The Title II regulation also contains a notice requirement that applies to all units of government, whether or not they receive federal aid. (See 28 C.F.R. § 35.106.)

Title I of the Americans with Disabilities Act of 1990 prohibits employment discrimination against qualified individuals with disabilities by employers with 15 (fifteen) or more employees. The United States Equal Employment Opportunity Commission and the Office for Civil Rights are the agencies assigned to enforce Title I of the ADA.

Title II of the Americans with Disabilities Act of 1990 prohibits disability discrimination by public entities, including public schools, whether or not they receive federal financial assistance. The Office for Civil Rights (United States Department of Education) is the agency charged with enforcing Title II of the ADA.

Title VI of the Civil Rights Act of 1964 prohibits discrimination on the basis of race, color, or national origin in any program or activity receiving federal financial assistance. Programs and activities that receive federal financial assistance from the United States Department of Education are covered by Title VI. The Office for Civil Rights of the United States Department of Education is the agency charged with enforcing Title VI.

Title VII of the Civil Rights Act of 1964 protects individuals against unlawful employment practices based on race, color, sex, and national origin. The Civil Rights Act of 1991 significantly extended plaintiffs' rights under Title VII. The United States Equal Employment Opportunity Commission is the agency charged with enforcing Title VII.

Title IX of the Education Amendments of 1972 prohibits discrimination on the basis of sex in education programs or activities and extends to employment and admission to institutions that receive federal financial assistance. The Office for Civil Rights of the United States Department of Education is the agency charged with enforcing Title IX.

Section 504 of the Rehabilitation Act of 1973 protects people from discrimination in admission, employment, treatment, or access based on disability in programs or activities receiving federal financial assistance. The Office for Civil Rights, United States Department of Education, is the agency charged with enforcing Section 504 of the Rehabilitation Act of 1973.

Lincoln County School District #2 Supporting Policies and Procedures

AC Nondiscrimination

AC-R Discrimination/Harassment Complaint Procedure

ACA Sexual Harassment

ACA-R Administrative Procedures for Sexual Harassment Investigation

ACB Equitable Participation

ACE Americans with Disabilities Act (Section 504)

GADA and GADA-R Reasonable Accommodation

GBA Equal Opportunity

GBM Staff Complaints and Grievances

IHBA Programs for Students with Disabilities

IHBC At-Risk Youth

JIFCA Harassment, Intimidation, Bullying

KE Public Concerns and Complaints