

# NOTICE OF NON-DISCRIMINATION

## Campbell County School District Number One State of Wyoming

Campbell County School District Number One, State of Wyoming does not discriminate on the basis of race, color, national origin, sex, disability, or age, in its programs and activities. This Notice of Non-Discrimination 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.

This Notice is provided to inform all faculty, staff, students, parents, and guests that Campbell County School District Number One, State of Wyoming is committed to the principle of equal opportunity and does not discriminate on the basis of race, color, religion, sex, age, sexual orientation, national origin, disability, or status as a disabled or Vietnam-era veteran in its programs, activities, or conditions of employment.

**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.

**Age Discrimination Act of 1975** protects people from discrimination based on age in programs or activities receiving federal financial assistance. The United States Equal Employment Opportunity Commission is the agency charged with enforcing the Age Discrimination Act of 1975.

**Age Discrimination in Employment Act of 1967** protects individual who are forty (40) years of age and older. The United States Equal Employment Opportunity Commission is the agency charged with enforcing the ADEA.

**Civil Rights Act of 1991** provides monetary damages in cases of intentional employment discrimination. The United States Equal Employment Opportunity Commission is the agency charged with enforcing the Civil Rights Act of 1991.

**Equal Pay Act of 1963** protects men and women who perform substantial, equal work in the same establishment from sex-based wage discrimination. The United States Equal Employment Opportunity Commission is the agency charged with enforcing the Equal Pay Act of 1963.

**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.

**Section 503 of the Rehabilitation Act of 1973** prohibits job discrimination on the basis of disability and requires affirmative action to employ and advance in employment qualified individuals with disabilities. The Employment Standards Administration Office of Federal Contract Compliance Programs within the United States Department of Labor is the agency charged with enforcing Section 503 of the Rehabilitation Act of 1973.

**Executive Order 11246** requires certain governmental contractors to engage in affirmative action and prohibits discrimination based on race, sex, or national origin. The Office of Federal Contract Compliance Programs in the United States Department of Labor is the agency charged with enforcing Executive Order 11246 and ensuring that federal contractors are in compliance.

**Section 402 of the Vietnam-era Veterans' Readjustment Assistance Act of 1974, as amended**, prohibits job discrimination against disabled veterans and veterans of the Vietnam Era, and requires affirmative action to employ and advance in employment qualified disabled veterans and veterans of the Vietnam Era. The Office of Federal Contact Compliance Programs in the United States Department of Labor is the agency charged with enforcing Section 402 of the Vietnam-era Veterans' Readjustment Assistance Act of 1974 and ensuring that federal contractors are in compliance.

The following person has been designated to handle inquiries regarding the Non-Discrimination Policies of Campbell County School District Number One, State of Wyoming.

Larry Reznicek  
Human Resources Director  
Campbell County School District Number One,  
State of Wyoming  
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**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.)