



FGCS Non-Discrimination Policy
Adopted 2007
Amended 2-10-20

FGCS prohibits discrimination and harassment on any basis protected by law, including but not limited to an individual's actual or perceived race, color, religion, sex, sexual orientation, gender, gender identity or gender expression, age, national or ethnic origin, mental or physical disability, pregnancy, familial status, economic status, veteran status, , proficiency in the English language or athletic ability.

FGCS prohibits discrimination and harassment in assignment and promotion of personnel; in educational opportunities and services offered to students; in student assignment to classes; in student discipline; in location and use of facilities; in educational offerings and materials; and in accommodating the public at public meetings.

The Board of Directors ('Board') directs the Principal to develop and carry out programs intended to foster respect for all individuals and to establish procedures through which the public may communicate their concerns to administration and the Board.

The Principal shall appoint and publicize the names of and contact information for individuals who the public may contact regarding the Americans with Disabilities Act of 1990 and the Americans with Disabilities Act Amendments Act of 2008 (ADA); Section 504 of the Rehabilitation Act of 1973; Title VII of the Civil Rights Act of 1968, Title IX of Education Amendments Act of 1972, other state and federal civil rights laws and other civil rights or discrimination concerns. The Board will adopt and the Principal will publicize complaint procedures for the prompt and equitable resolution of complaints from students, employees and the public.

The Board prohibits retaliation and discrimination against any individual who has opposed any discrimination act or practice; who has filed a charge or complaint; who has testified, assisted or participated in an investigation, proceeding or hearing; and further prohibits anyone from coercing, intimidating, threatening or interfering with any individual for exercising any rights guaranteed under state and federal law.