



Acknowledgement of Special Notices:

Students with Disabilities:

In compliance with Section 504 of the Rehabilitation Act ("504") and the Americans with Disabilities Act (ADA), Pacific Heritage Academy will provide reasonable accommodations to qualified individuals with disabilities. Students, parents or employees needing accommodations should contact their school ADA/504 Coordinator. In compliance with the Equal Education Opportunity Act of 1974 and Title VI of the Civil Rights Act of 1964, it is Pacific Heritage Academy's policy to provide alternative language services to Limited English Proficient (LEP) students so that students with language barriers have a meaningful opportunity to participate in Pacific Heritage Academy's educational programs. Pacific Heritage Academy provides English as a Second Language (ESL) instruction or other effective services to students who are identified as LEP by means of a thorough evaluation process. Parents or guardians who want to request alternative language services for their child should contact Pacific Heritage Academy.

Equal Educational and Employment Opportunity:

It is the policy of Pacific Heritage Academy to provide equal educational and employment opportunity for all individuals. Therefore, Pacific Heritage Academy prohibits all discrimination on the basis of race, color, religion, sex, **sexual orientation, gender identity**, age, national origin, disability, or veteran status. This policy extends to all aspects of Pacific Heritage Academy educational programs, as well as to the use of all Pacific Heritage Academy facilities, and participation in all school sponsored activities.

Civil Rights Grievance Procedure:

Complaints of discrimination should be filed with the individual's principal or supervisor and/or with the school Compliance Officer/EEO Coordinator according to the provisions of the School Civil Rights Grievance Procedure, copies of which are at Pacific Heritage Academy. If the complaint is against the principal or supervisor, the complaint may be filed directly with the Compliance Officer/EEO Coordinator. The Compliance Officer/EEO Coordinator, who has been designated to monitor and coordinate Pacific Heritage Academy's compliance with Title IX, Section 504 of the Rehabilitation Act, the Americans with Disabilities Act, and all other applicable State and Federal civil rights laws.