



## **NON-DISCRIMINATION POLICY**

The Central Academy of Arts and Technology (CAAT) does not discriminate against any student or employee on the basis of actual or perceived age, ancestry, color, disability (mental or physical), medical condition, marital status, national origin, nationality, race or ethnicity, immigration status, religion (including religious accommodation), religious affiliation, sex (including pregnancy, childbirth, or related medical condition), sexual orientation, gender, gender identity, gender expression, or any other characteristic that is contained in the definition of hate crimes in the California Penal Code or on the basis of a person's association with a person or group with one or more of these actual perceived characteristics.

This nondiscrimination policy covers admission or access to, or treatment or employment in, all CAAT programs and activities, including vocational education. The lack of English language skills will not be a barrier to admission to or participation in CAAT programs or activities. CAAT adheres to all provisions of federal law related to students with disabilities, including, but not limited to, Section 504 of the Rehabilitation Act of 1973, Title II of the Americans with Disabilities Act of 1990 ("ADA"), and the Individuals with Disabilities Education Improvement Act of 2004 ("IDEIA").

CAAT is committed to providing a work and educational atmosphere that is free of unlawful discrimination and harassment under Title IX of the Education Amendments of 1972 (sex); Titles IV, VI, and VII of the Civil Rights Act of 1964 (race, color, or national origin); The Age Discrimination in Employment Act of 1967; The Age Discrimination Act of 1975; the IDEIA; and Section 504 and Title II of the ADA (mental or physical disability).

CAAT also prohibits sexual harassment, including cyber sexual bullying, and harassment based upon pregnancy, childbirth or related medical conditions, race, religion, religious affiliation, creed, color, immigration status, gender, gender identity, gender expression, national origin or ancestry, physical or mental disability, medical condition, marital status, age, sexual orientation, or any other basis protected by federal, state, local law, ordinance or regulation. In general, harassment is intimidation or abusive behavior toward a student or employee that creates a hostile environment and can result in disciplinary action against the offending student or employee. Harassing conduct may

take many forms, including but not limited to: verbal remarks, epithets and name-calling, video, graphic and written statements, or conduct that is threatening or humiliating.

CAAT does not condone or tolerate harassment of any type, including discrimination, intimidation, or bullying, including cyber sexual bullying, by any employee, independent contractor or other person with which CAAT does business, or any other individual, student, or volunteer. This applies to all employees, students, or volunteers and relationships, regardless of position or gender. CAAT will promptly and thoroughly investigate any complaint of harassment and take appropriate corrective action, if warranted. Inquiries, complaints, or grievances regarding discrimination, intimidation, bullying or harassment as described in this section, above, should be directed to the CAAT Uniform Complaint Procedures (“UCP”) Compliance Officer:

Frank Pasillas  
1701 18th Street  
Bakersfield, Ca 93301  
frank@linkedps.org

Additional information prohibiting other forms of unlawful discrimination or harassment, inappropriate behavior, and/or hate-motivated incidents/crimes may be found in the Harassment, Discrimination, and Bullying Policy that are available in all schools and offices. It is the intent of CAAT that all such policies be reviewed constantly to provide the highest level of protection from unlawful discrimination in the provision of educational services and opportunities. CAAT prohibits retaliation against anyone who files a complaint or who participates in a complaint investigation.