



Department: Human Resources
Policy Number: HUM-A084
Effective Date: 11/14/2016

ADMINISTRATIVE POLICY

NON-DISCRIMINATION

The online version of this policy is official.
Therefore, all printed versions of this
document are unofficial copies.

It is the policy of Clarksville-Montgomery County School System (CMCSS) not to discriminate against any student, employee, or applicant on the basis of sex, marital status, race, color, creed, national origin, religion, age, genetic information, sexual orientation, gender identity, disability condition, or veteran status. CMCSS will ensure that no student will be excluded from participating in or having access to any course offerings, student athletics, counseling services, employment assistance, extracurricular activities, or other school resources based on unlawful discrimination. CMCSS will take all necessary steps to ensure that each employee's work environment is free of unlawful discrimination. No office, administrator, or employee of CMCSS including all persons representing CMCSS, shall intimidate, threaten, harass, coerce, discriminate against, or commit or seek reprisal against anyone who participates in any aspect of the discrimination complaint process associated with this policy.

Please submit inquiries or complaints associated with Title VI and Title VII of the Civil Rights Act of 1964, Age Discrimination Employment Act of 1967, or Age Discrimination Act of 1975 to:

Melissa Izatt
Chief Human Resources Officer/Designee
621 Gracey Avenue
Clarksville, TN 37040
931-920-7913

Please submit inquiries or complaints associated with Title IX of the Education Amendments Act of 1972 to:

Dr. Angela Huff
Chief of Staff/Designee
621 Gracey Ave.
Clarksville, TN 37040
931-920-7539

Please submit inquiries or complaints associated with Section 504 to:

Jami Skevington
District Section 504 Coordinator
Central Services-South
1312 Highway 48/13 Clarksville, TN 37040
931-553-1157

Implementing Procedures: [HUM-P010](#) Discrimination Complaint Procedure
[INS-P027](#) Section 504 Grievance Procedure

Associated Documents: [INS-A067](#) Section 504
[HUM-F028](#) Employee Discrimination Complaint Form
[HUM-F095](#) Student Discrimination Complaint Form
Titles VI and VII of the Civil Rights Act of 1964

**Title IX of the Education Amendments Act of 1972
Age Discrimination Act of 1975
Age Discrimination Employment Act of 1967
Section 504 of the Rehabilitation Act of 1973
American with Disabilities Act of 1990, 42 USC §12101-12213
Tennessee Human Rights Act, T.C.A.4-21-401,et. seq.
Tennessee Pregnant Workers Fairness Act, T.C.A. 10-50-101, et. seq.**

Revision History:

| <u>Date:</u> | <u>Rev.</u> | <u>Description of Revision:</u> |
|---------------------|--------------------|--|
| 2/13/04 | | Initial Release |
| 12/15/09 | A | Change sexual preference to orientation |
| 09/13/10 | B | Added "genetic information" |
| 6/24/13 | C | Added Coordinator contact information and Section 504 policy and procedure; Updated title of HUM-P010 |
| 2/24/15 | | Reviewed, no changes (except a last name – considered minor) |
| 11/16/15 | D | Added religion, age, and veteran status to first paragraph. Updated associated documents. |
| 9/6/16 | E | Age Discrimination Employment Act added to body and associated documents. Updated contact information for Section 504 questions. |
| 11/14/16 | IR | Changed SLT-A001 to HUM-A084. |
| 11/7/17 | A | Updated Student Access Coordinator contact information. |
| 6/12/18 | B | Added the Americans with Disabilities Act to associated documents. |
| 8/12/19 | C | Updated contact information. |
| 7/6/20 | D | Added "gender identity." |
| 5/17/21 | E | Added references to the Tennessee Human Rights Act and the Tennessee Pregnant Workers Fairness Act. Added form HUM-F095 to associated documents. |
| 5/1/23 | F | Updated name on policy to Melissa Izatt. |
| 1/8/24 | G | Added "designee" for CHRO and COS. |

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