



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 and to prohibit discrimination 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 identity¹, 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. The District prohibits retaliation and 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, Age Discrimination Act of 1975, American with Disabilities Act of 1990, Pregnant Workers Fairness Act/Tennessee Pregnant Workers Fairness Act, Tennessee Human Rights Act, or Title IX complaints regarding employees to:

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

Please submit inquires associated with Title IX of the Education Amendments Act of 1972 to:

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

Submit Title IX complaints involving students to the respective school's Title IX coordinator or school principal.

Please submit inquiries or complaints associated with Section 504 to:

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

¹ Sex discrimination in the employment context includes discrimination based upon gender identity. *Bostock v. Clayton County*, 590 U.S. 644 (2020),



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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
[HUM-A047](#) Sexual Harassment (Employees/Third Parties)
[HUM-P019](#) Reporting Allegations of Sexual Harassment
[STS-A007](#) Sexual Harassment (Student)
[STS-F037](#) Report of Student Sexual Harassment
[STS-P012](#) Reporting Procedure for Students Subjected to Sexual Harassment
STS-M001 Student Code of Conduct
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
Pregnant Workers Fairness Act of 2022, 42 USC §2000gg
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	

