



NON-DISCRIMINATION POLICY

The Allegiance STEAM Academy Board of Directors is committed to equal opportunity for all individuals in education. School programs, activities, and practices shall be free from discrimination based on race, color, ancestry, national origin, ethnic group identification, age, religion, marital or parental status, physical or mental disability, sex, sexual orientation, gender, gender identity or expression, or genetic information; the perception of one or more of such characteristics; or association with a person or group with one or more of these actual or perceived characteristics.

Pursuant to 34 CFR 104.8 and 34 CFR 106.9 (*U.S. Department of Education, Title 34*), the Chief Executive Officer (CEO) or designee shall notify students, parents/guardians, employees, applicants for admission and employment, and sources of referral for applicants about Allegiance STEAM Academy's policy on nondiscrimination and related complaint procedures. Such notification shall be included in each announcement, bulletin, catalog, application form, or other recruitment materials distributed to these groups.

Allegiance STEAM Academy's nondiscrimination policy and related informational materials shall be published in a format that parents/guardians can understand and, when required by law, in a language other than English.

Access for Individuals with Disabilities

School programs and facilities, viewed in their entirety, shall be in compliance with the Americans with Disabilities Act and any implementing standards and/or regulations. The CEO or designee shall ensure Allegiance STEAM Academy provides auxiliary aids and services when necessary to afford individuals with disabilities equal opportunity to participate in or enjoy the benefits of a service, program, or activity. These aids and services may include, but are not limited to, qualified interpreters or readers, assistive listening devices, note takers, written materials, taped text, and Braille or large print materials.

Individuals with disabilities shall notify the CEO or designee if they have a disability that requires special assistance or services. Reasonable notification should be given prior to the school-sponsored function, program, or meeting.

Access to Sex-segregated Facilities, Programs, and Activities

Allegiance STEAM Academy maintains sex-segregated facilities, programs, and activities such as restrooms, locker rooms, overnight field trip room assignment, or offers sex-segregated programs and activities, such as physical education classes, sports and athletic programs. Students shall be permitted to access facilities and participate in programs and activities consistent with their biological sex. To address any student's privacy concerns in using sex-segregated facilities, Allegiance STEAM Academy shall offer available options such as a gender-neutral or single-use restroom or changing area, or use of a locker room before or after the other students.