

## **Compliance Activities Concerning Non-Discrimination**

Consistent with the Civil Rights Act of 1964, the District adopted an Affirmative Action Policy. The Olympia School District Board of Directors affirms the value of sustaining the District's commitment to an affirmative action plan and subsequent selection practices. Olympia School District complies with all federal and state laws and regulations and does not discriminate on the basis of race, color, age, religion, sex, gender expression or identity, sexual orientation, national origin or ancestry, the presence of any sensory, mental or physical disability, familial or marital status, or veteran or military status, or use of a trained guide dog or service animals. In addition to recruitment and hiring, training, and education, all District programs will also abide by Affirmative Action Plan guidelines. Inquiries may be addressed to:

*Beth Scouller, Human Resources Director  
Olympia School District  
1113 Legion Way SE  
Olympia, WA 98501  
360-596-6193  
bscouller@osd.wednet.edu*

The District has adopted policies complying with separate rules and regulations regarding gender discrimination. Consistent with Title IX Educational Amendments of 1972 and Chapter 28A.640, it is the policy of the District not to discriminate on the basis of gender in employment, educational or activity programs. A grievance procedure is available to students and employees. Grievance forms may be obtained in the District administrative offices. Inquiries may be addressed to:

*Jeff Carpenter, Health, Fitness and Athletic Programs Director  
Olympia School District  
1113 Legion Way SE  
Olympia, WA 98501  
360-596-8544  
jcarpenter@osd.wednet.edu*

The District has adopted policies and carried out self-evaluations in compliance with Section 504 of the Vocational Rehabilitation Act of 1973, the Americans with Disabilities Act of 1990 and other state and federal regulations relating to persons with handicaps. The District policy is not to discriminate in employment or educational programs on the basis of handicap. A grievance procedure is available to students and employees. Grievance forms are available in the District offices. Inquiries may be addressed to:

*Nancy Faaren, Assistant Superintendent, K-12 Teaching and Learning  
Olympia School District  
1113 Legion Way SE  
Olympia, WA 98501  
360-596-8534  
nfaaren@osd.wednet.edu*