

NONDISCRIMINATION NOTICE

Lennox Academy is committed to providing a safe school environment where all individuals in education are afforded equal access and opportunities. Lennox Academy's academic and other educational support programs, services and activities shall be free from discrimination, harassment, intimidation, and bullying on any individual based on actual or perceived age, ancestry, color, disability, ethnicity, gender, gender expression, gender identity, genetic information, immigration status, marital status, medical information, national origin, parental status, pregnancy status, race, religion, sex, sexual orientation, or association with a person or a group with one or more of these actual or perceived characteristics.

Complaints of unlawful discrimination, harassment, intimidation, or bullying are investigated through the Uniform Complaint Process. Such complaints must be filed no later than six months after knowledge of the alleged discrimination was first obtained. If you believe you, or your student, have been subjected to discrimination, harassment, intimidation, or bullying you should contact the LEA's Chief Compliance and/or appropriate Title IX Officer at 310.680.5600, in person at 11036 Hawthorne Blvd., Lennox, CA 90304, or by email as follows:

To contact the Chief Compliance Officer and for complaints regarding Title IX for Employees:

Armando Mena, Executive Director

amena@lennoxacademy.org

For complaints regarding Title IX for Students:

Veronica Jimenez, Director of Student Services

vjimenez@lennoxacademy.org

EQUAL OPPORTUNITY

Lennox Academy is an equal opportunity employer. In accordance with applicable law, the School prohibits discrimination against any employee or applicant for employment on the basis of an individual's protected status, including actual or perceived race, ethnicity, color, religion, creed, gender, national origin, ancestry, age, marital status, parental status, pregnancy or perceived pregnancy, childbirth or related conditions, sex, gender, gender identity, gender expression, military or veteran status, political affiliation or activity, genetic information, medical condition, disability, status as a victim of domestic violence, assault, or stalking, sexual orientation, or any other characteristic or association with a person or group with one or more of these actual or perceived characteristics, or condition protected by applicable law. Also, in accordance with applicable law, Lennox Academy prohibits discrimination against any qualified disabled employee or applicant, against a disabled veteran, or against a veteran of the Vietnam era. The School will ensure that applicants and employees are treated in all aspects of employment without unlawful discrimination because of these or any other protected basis. Such aspects of employment include, but are not limited to, recruitment, hiring, promotion, demotion, transfer, layoff, termination, compensation, and training. Additionally, in accordance with applicable law, Lennox Academy prohibits all forms of unlawful harassment of a sexual or other discriminatory nature. Any conduct contrary to this policy is prohibited. This policy applies to all applicants and employees of the School.

Complaints alleging noncompliance with Equal Opportunity can be filed by utilizing the Uniform Complaint Procedures (UCP) as identified in California Code of Regulations, Title 5, Sections 4600 et. Seq. and Lennox Academy Policy, and should be directed to the Compliance Officer:

Armando Mena, Executive Director

amena@lennoxacademy.org

11036 Hawthorne Blvd. Lennox, CA 90304 | (310) 680-5600

GENDER EQUITY

It is the policy of the State of California that all persons, regardless of their gender, should enjoy freedom from discrimination of any kind in the educational institution of the state. The laws found in the California Education Code 221.5-231.5 are collectively known as the Sex Equity in Education Act. These laws expand upon gender equity and Title IX laws which provide guidance to California's education system. Each Local Educational Agency (LEA) will be responsible for following the laws in addition to Title IX requirements.

Lennox Academy affirms its commitment to equality of opportunity for all individuals. This commitment requires that no discrimination shall occur regarding admission or access to, or treatment or employment in, any program and activity on the basis of age, race, color, national or ethnic origin, ancestry, citizenship, sex, gender, gender identity, gender expression, sexual orientation, disability, medical condition, religion, marital or parental status.

Complaints alleging noncompliance with Title IX can be filed by utilizing the Uniform Complaint Procedures (UCP) as identified in California Code of Regulations, Title 5, Sections 4600 et. Seq. and Lennox Academy Policy and should be directed to the Title IX Coordinator:

Veronica Jimenez, Director of Student Services

vjimenez@lennoxacademy.org

11036 Hawthorne Blvd. Lennox, CA 90304 | (310) 680-5600

SECTION 504 PLANS

Section 504 of the Rehabilitation Act of 1973 provides equal access to education by providing accommodations for students identified disabled that substantially limits one or more life activities even if they are not eligible for special education services. Further, Section 504 prohibits discrimination against students with disabilities in LEA programs, gives parents/guardian rights to examine relevant records, to participate in an impartial hearing including the opportunity for representation by counsel and a review procedure.

It is the policy of Lennox Academy to provide a free appropriate public education to each student with disabilities. Parents/guardians who believe their student may have a disability are to contact the Director of Student Services to initiate a referral to the Student Success Team for review. For more information, contact the Title II/504 Coordinator:

Veronica Jimenez, Director of Student Services

vjimenez@lennoxacademy.org

11036 Hawthorne Blvd. Lennox, CA 90304 | (310) 680-5600

UNIFORM COMPLAINT PROCEDURE

Lennox Math, Science and Technology Academy policy is to comply with applicable federal and state laws and regulations. Lennox Academy is the local agency primarily responsible for compliance with federal and state laws and regulations governing educational programs. Pursuant to this policy, persons responsible for conducting investigations shall be knowledgeable about the laws and programs which they are assigned to investigate. Lennox Academy has adopted the Uniform Complaint Policy and Procedures Policy to provide a uniform system of complaint processing for the type of complaints identified in such policy. To obtain a copy of the Uniform Complaint Policy and Procedures adopted by Lennox Academy and/or to obtain a complaint form, please click [HERE](#).