

# **NON-DISCRIMINATION STATEMENT**

Ohana Village Foundation, being committed to respect for diversity and equal opportunity in education and employment, does not discriminate against individuals. Ohana Village Foundation expressly prohibits discrimination against and harassment of individuals on the basis of any protected characteristic, including: race, color, sex, sexual orientation, gender identity and expression, religion, disability, age, genetic information, familial status, marital status, veteran status, ancestry, national or ethnic origin, and any other protected group or classification under the law. In addition, Ohana Village Foundation prohibits Sexual Harassment, Sexual Assault, Domestic Violence, Dating Violence, Sexual Exploitation, and Stalking.

This Policy shall apply to conduct that occurs in the Ohana Village Foundation office, on Ohana Village Foundation technological systems, at any Ohana Village Foundation-sponsored programs, activities, and events, including: scholarship aid, content development matters, coaching services, employment policies and employee health and benefit plans. Further, this Policy applies to conduct off-office site when a person accused of Prohibited Conduct is an employee or when the alleged conduct has a continuing adverse impact upon Ohana Village Foundation's work environment.

This Policy applies to all members of the Ohana Village Foundation Community, including Employees, Interns, Sub-Contractors, and Board Members.

Members of the Ohana Village Foundation Community who believe that they have been subjected to Discrimination or Harassment are strongly urged to use the resolution procedures described in this Policy. Third Parties visiting the Ohana Village Foundation office (such as guests and visitors) have the opportunity to make reports of Prohibited Conduct for the purpose of this Policy; however, Third Parties accused of violating this Policy are not entitled to the procedural protections set forth below and may be summarily excluded from Ohana Village Foundation property, programs, activities, or events.

## **Compliance Statement**

Ohana Village Foundation complies with the applicable federal laws, including without limitation: Title IX of the Education Amendments of 1972; Section 504 of the Rehabilitation Act of 1973; Title VI and Title VII of the Civil Rights Act of 1964; the Americans with Disabilities Act, the Age Discrimination in Employment Act, the Age Discrimination Act of 1975; the Violence Against Women Reauthorization Act; and the Campus SaVE Act. The CIA also complies with state laws applying to its New York, California, and Texas campuses, including but not limited to: Article 129-B of the New York Education Law; the New York State Human Rights Law; the New York Labor Law; Section 67836 of the California Education Code; Chapter 51 of the Texas Education Code and other federal, state, and local laws governing Harassment, Sexual Misconduct, and Discrimination.

To ensure that it is a safe and equitable place to learn and work, Ohana Village Foundation has established this Policy and training and procedures for reporting, investigating, and adjudicating allegations of violations of this Policy. The information contained in the Definitions and Procedures sections of this Policy is expressly incorporated into this Policy as it provides essential details for the effective implementation of this Policy.

Ohana Village Foundation policy as well as federal and state laws prohibit Retaliation against any individual for making a good faith Complaint of Prohibited Conduct or for serving as a witness or otherwise providing information in connection with a Complaint of Prohibited Conduct.

## **Compliance Coordinators**

Ohana Village Foundation has designated and trained personnel to provide support for reporters, Complainants, and Respondents in cases of allegations arising under this Policy. These include, but are not limited to, the Americans with Disabilities/Section 504 Coordinator (the 504 Coordinator) and the Title IX Coordinator/Age Discrimination Act Coordinator.

The Vice President and Treasurer is designated as the CIA Title IX Coordinator and Age Discrimination Act Coordinator, who is responsible for coordinating compliance with the complex legal and regulatory framework governing Harassment, Sexual Misconduct, and Discrimination (except for disability-based issues). The Title IX/Age Discrimination Act Coordinator's responsibilities include overseeing all complaints of Sexual Misconduct and identifying and addressing any patterns or systemic problems.

As well, the Vice President and Treasurer is designated as the Ohana Village Foundation Section 504 Coordinator, who is responsible for coordinating compliance under Section 504 of the Rehabilitation Act of 1973. This law prohibits discrimination based upon disability and requires the Vice President and Treasurer to ensure that employees, interns, sub-contractors, and those volunteering are not excluded from participation in or denied the benefits of any program, course, or activity of the Ohana Village Foundation based on disability, where all reasonable accommodation can be made for their participation. Disability-related complaints and associated requests for accommodation are governed by Ohana Village Foundation's Americans with Disabilities Act/Section 504 Compliance Policy (CMP-023). Any individual who believes they may have been discriminated against in an educational program, activity or employment situation on the basis of a disability may file a complaint with:

**Franklin Ramirez**

Vice President and Treasurer

Email: [frank@ohana-village.org](mailto:frank@ohana-village.org)

858-833-5546

or

**U.S. Department of Education**

Office for Civil Rights

Lyndon Baines Johnson Department of Education Building

400 Maryland Avenue, SW

Washington, DC 20202-1100

Fax: 202-453-6012; TDD: 1-877-521-2172

E-mail: [OCR@ed.gov](mailto:OCR@ed.gov)