

**PATAULA CHARTER ACADEMY, INC  
NONDISCRIMINATION POLICY**

**The purpose of this policy is to notify the public of Pataula Charter Academy and Spring Creek Charter Academy’s compliance with all federal and state non-discrimination statutes and regulations.**

Pataula Charter Academy/Spring Creek Charter Academy does not discriminate in employment or educational programs, services, or activities based on race, color, religion, national origin, sex (including pregnancy, sexual orientation or gender identity), age, disability, or genetic information. Schools will provide reasonable accommodations to applicants and employees who need them for medical or religious reasons, as required by law.

Pataula Charter Academy/Spring Creek Charter Academy also provides equal access to the Boy Scouts and other designated youth groups, in accordance with state and federal laws.

It is also the policy of Pataula Charter Academy/Spring Creek Charter Academy to ensure that curriculum content and instructional materials used by our schools reflect the cultural and racial diversity found in our country and to create an awareness of the rights, duties, and responsibilities of each individual as a member of a multicultural society.

**Coordinator for inquiries or grievances regarding discrimination related to the above regulations:**

<b>Employees/Adult Stakeholders</b>	<b>Students</b>
Superintendent, Kylie Holley 18909 Hartford St., Edison, GA 39846. Phone: (229) 354-4002 <a href="mailto:kholley@pataula.net">kholley@pataula.net</a>	Special Education Director, Brandi Adams 18909 Hartford St., Edison, GA Phone: (229) 792-8957 <a href="mailto:brandiadams@sccak12.net">brandiadams@sccak12.net</a>

**Grievance Procedures:**

1. If you believe that you or your child’s rights under one of the above categories has been violated, you should submit the grievance in writing (letter or email) to the Coordinator listed above.
2. The Coordinator will review the claim and conduct a prompt, thorough, and impartial investigation.
3. The Coordinator will respond to the claim in writing within 10 business days of receipt of the grievance. The response will include the outcome of the investigation and corrective and/or preventative actions if necessary.
4. If the complainant is not satisfied with the response/outcome of the Coordinator’s investigation, he/she may appeal the decision to the Governing Board following the procedures outlined in section D2: Formal Appeals, Complaints, or Petitions of the Pataula Charter Academy, Inc. Public Participation at Governing Board or Committee Meetings Policy.
5. If the complainant is not satisfied with the decision of the Governing Board, he/she may contact the US Department of Education, Office of Civil Rights, at (800) 421-3481 or [ocr@ed.gov](mailto:ocr@ed.gov).

Retaliation against a person making a report of a violation to this policy or participating in an investigation is prohibited. Confidentiality of the person making the report or a person participating in an investigation will be protected to the greatest possible extent.

**Referenced statutes:**

- TITLE VII: CIVIL RIGHTS ACT OF 1974
- TITLE IX: CIVIL RIGHTS ACT OF 1972
- AGE DISCRIMINATION ACT OF 1975
- SECTION 504 OF THE REHABILITATION ACT OF 1973
- TITLE II: AMERICANS WITH DISABILITIES ACT (ADA) OF 1982
- TITLE II: GENETIC INFORMATION NONDISCRIMINATION ACT OF 2008 (GINA)