

POLICY: NONDISCRIMINATION

J PAUL TAYLOR ACADEMY

www.jaultayloracademy.org

Original Adoption date: December 15, 2020

Amended Adoption Date: ???

I. PURPOSE

To establish an environment free from discrimination at J. Paul Taylor Academy (JPTA)

II. POSITION

JPTA prohibits discrimination against any student, school employee, school volunteer, or affiliated person on the basis of race, ethnicity, color, religion, national origin, ancestry, age, physical or mental disability or serious medical condition, sexual orientation, sex, or gender identity (referred to herein as "protected characteristics"), or because of a student's use of protective hairstyles or cultural or religious headdresses, or any other state or federally protected class, on school premises, at any school-sponsored activities, or during any school-supplied transportation.

III. DEFINITION

Discrimination: treating someone differently because they have a protected characteristic(s) and such treatment results in denial or granting of a privilege or right that they would otherwise receive or not receive but for their being an individual with a protected characteristic(s).

Legal References: 20 U.S.C 1400 *et seq.*, 20 U.S.C. 1681, 20 U.S.C 1703, 29 U.S.C 794, 42 U.S.C. 2000, 42 U.S.C. 12101 *et seq.*, 28-1-2 NMSA *et seq.*, NMSA 1978 §22-8B-4(U).