

## **SCHOOL AND RESPONSIVEED ARKANSAS WEBSITE POSTINGS - EMPLOYMENT**

ResponsiveEd Arkansas does not discriminate against any employee or applicant for employment because of race, color, religion, gender, sex, national origin, age, disability, military status, genetic information, or any other basis prohibited by law as required by Titles VI and VII of the Civil Rights Act of 1964, as amended; Title IX of the Education Amendments of 1972; Title I and Title V of the Americans with Disabilities Act of 1990, as amended (“ADA”); the Age Discrimination in Employment Act of 1967, as amended (“ADEA”); Section 504 of the Rehabilitation Act of 1973, as amended; the Pregnant Workers Fairness Act (“PWFA”); the Genetic Information Nondiscrimination Act of 2008 (“GINA”); and any other legally-protected classification or status protected by federal, state, or local law.

Additionally, ResponsiveEd Arkansas does not discriminate against an employee or applicant who acts to oppose such discrimination or participates in the investigation of a complaint related to an alleged discriminatory employment practice. Employment decisions will be made on the basis of each individual’s job qualifications, experience, and abilities and in accordance with applicable state and federal law.

For purposes of ResponsiveEd Arkansas policy, any provision referring to discrimination based on race includes discrimination because of or on the basis of an employee’s hair texture or protective hairstyle commonly or historically associated with race. “Protective hairstyle” includes braids, locks, and twists.

Employees can raise concerns and make reports without fear of reprisal. Employees with questions or concerns relating to equal employment opportunity, including discrimination and disability accommodations, are encouraged to bring these issues to the attention of a ResponsiveEd Arkansas administrator, or the designated compliance coordinator.

As required by Title IX, ResponsiveEd Arkansas does not (and is required not to) discriminate on the basis of sex in its educational programs or activities. This non-discrimination requirement applies to admission to and employment with ResponsiveEd Arkansas. Inquiries into issues related to Title IX may be referred to **Beckie Allen, the school’s Title IX Coordinator, at 972-316-3663, BAllen@BlueLearning.com, or 1301 Waters Ridge Dr, Lewisville, TX 75057**, to the Assistant Secretary for Civil Rights of the Department of Education, or both.

Questions or concerns relating to ADA, 504 and Title II of Americans with Disabilities should be directed to **Beckie Allen, at 972-316-3663, BAllen@BlueLearning.com, or 1301 Waters Ridge Dr, Lewisville, TX 75057**.

### **FOR EMPLOYMENT APPLICATION:**

ResponsiveEd Arkansas does not discriminate against any employee or applicant for employment because of race, color, religion, sex (including pregnancy), national origin, age, disability, military status, genetic information, or on any other basis prohibited by law. Employment decisions will be made on the basis of each applicant’s job qualifications, experience, and abilities, as well as the school’s needs. Questions or concerns about discrimination based on sex, including sexual harassment, should contact **Beckie Allen, the school’s Title IX Coordinator, at 972-316-3663, BAllen@BlueLearning.com, or 1301 Waters Ridge Dr, Lewisville, TX 75057**. Questions or concerns relating to discrimination for any other reason should be directed to **Lisa Taylor, Vice President of Human Resources, at 972-316-3663, LTaylor@BlueLearning.com, or 1301 Waters Ridge Dr, Lewisville, TX 75057**.