NON-DISCRIMINATION AND EQUAL ACCESS POLICY

Timpanogos Academy welcomes, respects and supports the uniqueness and individuality of all residents, Timpanogos Academy employees and visitors to our school.

**NON DISCRIMINATION:** As a public entity and recipient of Federal financial assistance, Timpanogos Academy does not exclude, deny benefits to, or otherwise discriminate against any person on the ground of race, color, national origin, disability, age, marital status, sex, sexual orientation, gender identity or religion in admission to, participation in, or receipt of the services and benefits under any of its programs and activities, whether carried out by Timpanogos Academy directly or through a contractor or any other entity which Timpanogos Academy arranges to carry out its programs and activities.

This statement is in accordance with the provisions of Title VI of the Civil Rights Act, Sections 503 & 504 of the Rehabilitation Act of 1973, Title II of the Americans with Disabilities Act of 1990, the Age Discrimination Act of 1975 and the Regulations of various federal departments including the U.S. Department Health and Human Services, the U.S. Department of Agriculture, the U.S. Department of Interior, the U.S. Department of Housing and Urban Development and the U.S. Department of Justice.

**EQUAL ACCESS:** Timpanogos Academy complies with the Americans with Disabilities Act of 1990 (ADA), as amended and Sections 503 & 504 of the Rehabilitation Act of 1973, as amended in providing individuals with disabilities equal access to employment opportunities and the services, programs and activities the County offers. Members of the general public may seek assistance from any County employee in contacting the ADA/504 Program Coordinator, the agency's ADA/504 liaison or the Human Resources Division.

**COMMUNICATION ACCESS:** Timpanogos Academy will provide free auxiliary aids and services to qualified individuals, including qualified sign language interpreters, alternate formats, etc. If auxiliary aids or services are required to achieve effective communication, please contact the agency or ADA/504 Program Coordinator.

**FURTHER INFORMATION:** The County has adopted an [internal grievance procedure](https://slco.org/WorkArea/DownloadAsset.aspx?id=2147490163) providing for the prompt and equitable resolution of grievances. Any person, whether a member of the general public, an applicant for employment or an employee who feels that he or she has been discriminated against or denied equal access to employment, programs, services or activities offered or sponsored by Timpanogos Academy may contact either the: