

### Statement of Nondiscrimination

IDEA Public Schools (“IDEA” or “IPS”) does not discriminate based on race, religion, color, national origin, sex or gender, disability, or age in providing educational services, activities, and programs, including vocational and career technology programs. IDEA Public Schools complies with Title VI of the Civil Rights Act of 1964, as amended; Title IX of the Education Amendments of 1972 (“Title IX”); Title II of the Americans with Disabilities Act of 1990 (“ADA”), as amended, which incorporates and expands upon the requirements of Section 504 of the Rehabilitation Act of 1973, as amended; the Age Discrimination Act of 1975, as amended; and any other legally protected classification or status protected by applicable law.

As required by Title IX, IDEA Public Schools does not (and is required not to) discriminate based on sex in its educational programs or activities. This non-discrimination requirement applies to admission to and employment with IDEA Public Schools. Inquiries into issues related to Title IX may be referred to IDEA’s Title IX Coordinator (identified below), to the Assistant Secretary for Civil Rights of the Department of Education, or both.

Any questions or concerns about IDEA’s compliance with these federal programs should be brought to the attention of the following persons designated as being responsible for coordinating compliance with these requirements:

- The Title IX Coordinator, for concerns regarding discrimination on the basis of sex/gender (including sexual harassment), is Jenessa Smith, Title IX Coordinator, 2115 W. Pike Blvd., Weslaco, Texas 78596, (956) 377-8000, [jenessa.smith@ideapublicschools.org](mailto:jenessa.smith@ideapublicschools.org).
- The ADA/Section 504 Coordinator, for concerns regarding discrimination based on disability, is Tricia Lopez, Vice President of Special Programs, 2115 W. Pike Blvd, Weslaco, Texas 78596, (956) 377-8000, [tricia.lopez@ideapublicschools.org](mailto:tricia.lopez@ideapublicschools.org).
- All other concerns regarding discrimination: Ricardo Guerra, Director of Human Resources Special Projects Human Resources, 2115 W. Pike Blvd., Weslaco, Texas 78596, (956) 337-8000, [ricardo.guerra@ideapublicschools.org](mailto:ricardo.guerra@ideapublicschools.org).