

School Year 2017-2018 Annual Public Notification of Non-Discrimination

Cumberland Academy, a Texas public charter school accredited by the Texas Education Agency, herein notifies all students, parents, employees, and the general public that all vocation (Career and Technical Education) opportunities will be offered regardless of race, color, national origin, sex, or disability. (Legal Authority: Office for Civil Rights (OCR) guidelines IV-0 28 Code of Federal Regulations (CFR) §35.106, 34 CFR § 100.6 (d), CFR § 104.8, CFR § 106.9)

Continuous Nondiscrimination Statement

Cumberland Academy, a Texas public charter school accredited by the Texas Education Agency, herein notifies all participants, beneficiaries, applicants, parents, employees (including persons with visual or auditory impairments), other interested parties, and unions or professional organizations holding collective bargaining or professional agreements with the district that it does not discriminate on the basis of race, color, national origin, sex, disability, or age. This statement of nondiscrimination is also included on publications and other materials that are distributed to or accessible by students, parents, applicants, beneficiaries, employees, unions, or professional organizations holding collective bargaining or professional agreements with the district and other interested parties including student enrollment applications, employment applications, and on the district website. (Legal Authority: 28 CFR §35.106; 34 CFR §100.6(d), §104.8, §106.9, §110.25)