

## **Non Discrimination and Anti-Harassment Policy**

The Hawaii State Department of Education (“HIDOE”) does not discriminate on the basis of race, sex, age, color, national origin, religion or disability. This requirement extends to all of the HIDOE’s programs and activities, including employment and admissions as applicable.

The HIDOE will not tolerate retaliation for reporting discrimination, and will take steps to protect those who wish to report discrimination. Any inquiries concerning discrimination may be referred to the HIDOE’s Civil Rights Compliance Office or to the Office for Civil Rights, United States Department of Education, within 180 days of the date of the alleged discriminatory conduct.

The HIDOE does not tolerate acts of harassment on the basis of race, sex, age, color, national origin, religion or disability. Any student who believes that he or she has been subjected to harassment on the basis of race, sex, age, color, national origin, religion or disability, is encouraged to report such harassment.

\* Students and parents may report allegations of harassment by an employee to the HIDOE’s Civil Rights Compliance Office at the address listed below, within 180 days of the date of the alleged harassment.

\* Any student or parents who believes another student at their school is engaging in harassment should report allegations to the school’s administrator.

HIDOE is committed to conducting a prompt investigation. Support, including counseling and educational resources will be available to students who are harassed, as well as to students found to have engaged in acts of harassment on the basis of race, sex, age, color, national origin, religion or disability. Students found to have engaged in harassment may be disciplined, including if circumstance warrant, suspension or expulsion. Students, parents and HIDOE staff should work together to prevent harassment on the basis of race, sex, age, color, national origin, religion or disability.

HIDOE will not tolerate retaliation for reporting harassment on the basis of race, sex, age, color, national origin, religion or disability, and will take steps to protect those who wish to report the harassment.

Please direct inquiries regarding HIDOE nondiscrimination policies to:

ADA/ Section 504 inquiries

Kristi Sukita, ADA/504 Specialist  
Civil Rights Compliance Office  
Hawaii State Department of Education  
P.O. Box 2360  
Honolulu, Hawaii 96804  
(808)586-3322 or relay  
crco@notes.k12.hi.us

Title VI, Title IX, and other inquiries

Anne Marie Puglisi, Director  
Civil Rights Compliance Office  
Hawaii State Department of Education  
P.O. Box 2360  
Honolulu, Hawaii 96804  
(808)586-3322 or relay  
crco@notes.k12.hi.us