



### ***Civil Rights and Non-Discrimination***

As an educational institution, the Innovation Academy Charter School is committed to creating and maintaining a school environment that prevents discrimination of all types, while at the same time ensuring the health and safety of all that learn at IACS. To ensure your full understanding of the policies we have implemented as a school to ensure that students attend a school that is safe and free of discrimination please go to the Massachusetts Department of Education website at [www.doe.mass.edu](http://www.doe.mass.edu) for further information.

It is the role of IACS to provide a safe and secure learning environment for all its students without distinction based on race, religion, ethnicity, disability, gender, gender identity or sexual orientation. Innovation Academy Charter School policies reflect a growing need for schools to make explicit the ways in which our policies adhere to state and federal laws concerning non-discrimination and civil rights. **Discrimination, sexual and bias-motivated harassment, and violations of civil rights disrupt the educational process and will not be tolerated.** Any student who feels they are the victim of harassment or discrimination should report it to an administrator immediately.

### ***Notice of Non-Discrimination***

The IACS does not discriminate on the basis of race, color, sex, religion, national origin, gender identity, sexual orientation, age, homeless or disability in admission to, access to, employment in, or treatment in its programs and activities in compliance with Title VI, Title IX, section 504/ADA and G.L. c151b and 157c.

As a mentor to a student at Innovation Academy I agree to comply with all applicable federal and state laws prohibiting discrimination.

Organization/Company:

Mentor Name:

Mentor Signature: