



STATE OF HAWAI'I
DEPARTMENT OF EDUCATION
P.O. BOX 2360
HONOLULU, HAWAI'I 96804

OFFICE OF THE SUPERINTENDENT

July 8, 2019

ACTION REQUIRED

TO: Principals (All)

FROM: Dr. Christina M. Kishimoto
Superintendent

SUBJECT: **Revised Annual Notice of Non-Discrimination Requirement**
DUE DATE: September 3, 2019

This memo is written in regards to two notices which have been developed by the Civil Rights Compliance Branch (CRCB) in order to comply with certain Federal and State Civil Rights law, rules, regulations and/or guidelines. Specifically, these notices satisfy the compliance requirements of Title VI of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, and Title II of the Americans with Disabilities Act of 1990.

Annual Notice of Non-Discrimination and Anti-Harassment Statement

The CRCB developed the "Annual Notice of Non-Discrimination and Anti-Harassment Statement" (Annual Notice), in order to satisfy the above referenced compliance requirements. (See Attachment A). The Annual Notice has also been translated into 14 languages. You are required to post a copy of the Annual Notice and its translations on your school's website.

The Annual Notice must also be prominently posted in your school's office and at various locations throughout the school (e.g., on bulletin boards containing other notices). Please keep a copy of the Annual Notice and its translations at your school's front desk, in case parents request a copy. The attached Annual Notice has been updated and replaces the prior Annual Notice, which was issued on April 5, 2018.

The Annual Notice will be included in the 2019-2020 Opening of the School Year packet that goes to all employees at the beginning of the school year.

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Continuous Notice of Non-Discrimination

The CRCB also developed the "Continuous Notice of Non-Discrimination" (Continuous Notice), in order to satisfy compliance requirements. (See Attachment B). The notice must be included in any electronic or printed publications of general distribution that provide information to students, employees or applicants about the schools' services and policies, including, but not limited to:

- Announcements
- Bulletins
- Catalogs
- Student planners
- School handbooks;
- Registration documents
- Application forms (if applicable)

This should be done on a continuous basis throughout the school year. The attached Continuous Notice has been updated and replaces the prior Continuous Notice, which was issued on March 19, 2018. Therefore, please include the attached Continuous Notice in any future electronic or printed publications.

These notices must be posted as instructed by September 3, 2019. Please return the attached Publication Confirmation by September 3, 2019. After that time, CRCB will monitor to assess whether schools are properly posting the notice and provide guidance and feedback as necessary.

If there are any questions regarding the instructions concerning the Annual Notice or the Continuous Notice, please contact Beth Schimmelfennig, Director for the Civil Rights Compliance Branch, or Rhonda Wong, Civil Rights Compliance Specialist for the Civil Rights Compliance Branch, at (808) 586-3322 or via email at beth.schimmelfennig@k12.hi.us or at rhonda.wong@k12.hi.us.

CMK:bs

Attachments

c: Deputy Superintendent
Assistant Superintendents
Complex Area Superintendents
Civil Rights Compliance Branch

Annual Notice of Non-Discrimination and Anti-Harassment Statement

The Hawaii State Department of Education (HIDOE) does not discriminate on the basis of race, color, national origin, ancestry, sex, gender identity, gender expression, sexual orientation, age, disability, and religion. This requirement extends to all of HIDOE's programs and activities, including employment and admissions as applicable. If you have difficulty understanding English, you have the right to receive language assistance at no cost to you. Please contact your school's principal for more information.

For the HIDOE high schools that offer Career and Technical Education (CTE) Programs of Study in arts and communications, business, health services, industrial and engineering technology, natural resources, and public and human services, there are no admission criteria. HIDOE high schools will take steps to assure that the lack of English language skills will not be a barrier to admission and participation in CTE programs, and will provide equal access to designated youth groups.

In addition, the HIDOE does not tolerate acts of harassment on the basis of race, color, national origin, ancestry, sex, gender identity, gender expression, sexual orientation, age, disability, and religion. Any student who believes that he or she has been subjected to harassment on the basis of race, color, national origin, ancestry, sex, gender identity, gender expression, sexual orientation, age, disability, and religion, is encouraged to report such harassment. Students and parents may report allegations of discrimination or harassment to the school's administrator or to the HIDOE's Civil Rights Compliance Branch at the address listed below.

HIDOE is committed to conducting prompt investigations. 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, color, national origin, ancestry, sex, gender identity, gender expression, sexual orientation, age, disability, and religion. Students found to have engaged in harassment may be disciplined, up to and including suspension, if circumstances warrant. Students, parents, and HIDOE staff should work together to prevent harassment on the basis of race, color, national origin, ancestry, sex, gender identity, gender expression, sexual orientation, age, disability, and religion.

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

Please direct inquiries regarding HIDOE nondiscrimination policies to:

Beth Schimmelfennig, Director
Rhonda Wong, Compliance
Aaron Oandasan, Title VI
Nicole Isa-Iijima, Title IX
Krysti Sukita, ADA/504

Civil Rights Compliance Branch
Hawaii State Department of Education
P.O. Box 2360
Honolulu, Hawaii 96804
(808) 586-3322 or relay
info@crcb.hawaii.gov

Inquiries concerning discrimination and/or harassment may also be referred to the Office for Civil Rights, United States Department of Education.

不歧视及反骚扰声明年度公告

夏威夷州教育署(Hawaii State Department of Education - HIDOE)不因种族、肤色、国籍、血统、性别、性别认同、性别表现、性取向、年龄、残疾和宗教信仰而歧视他人。本要求延伸适用于 HIDOE 的所有计划和活动，包括就业和就业（视情况而定）。如果您在理解英语方面有困难，您有权免费接受语言辅助服务。如需更多信息，请与校长联系。

HIDOE 各高中提供艺术与传播、商业、卫生服务、工业与工程技术、自然资源、公共与人类服务等专业的职业与技术教育(Career and Technical Education - CTE)学习计划，而且不设入学标准。HIDOE 各高中将采取措施，确保缺乏英语技能不会成为入学和参加 CTE 计划的障碍，并为指定的青年团体提供平等的机会。

此外，HIDOE 绝不容忍基于种族、肤色、国籍、血统、性别、性别认同、性别表现、性取向、年龄、残疾和宗教信仰的骚扰行为。我们鼓励认为受到基于种族、肤色、国籍、血统、性别、性别认同、性别表现、性取向、年龄、残疾和宗教信仰的骚扰任何学生举报该等骚扰行为。学生和家长可向学校行政人员或 HIDOE 民权合规处 (Civil Rights Compliance Branch) 报告歧视或骚扰行为的指控，地址如下：

HIDOE 将迅速开展调查。受到骚扰的学生，以及被发现参与基于种族、肤色、国籍、血统、性别、性别认同、性别表现、性取向、年龄、残疾和宗教信仰的骚扰行为的学生，将获得包括咨询和教育资源在内的支持。如情况许可，被发现参与骚扰行为的学生可会受到纪律处分，直至停课。学生、家长和 HIDOE 教职人员应同心协力防止基于种族、肤色、国籍、血统、性别、性别认同、性别表现、性取向、年龄、残疾和宗教信仰的骚扰行为。

HIDOE 绝不容忍对基于种族、肤色、国籍、血统、性别、性别认同、性别表现、性取向、年龄、残疾和宗教信仰的骚扰行为进行举报者的打击报复，并将采取措施保护希望举报骚扰行为者。

请直接向以下机构查询 HIDOE 的反歧视政策：

Beth Schimmelfennig, 处长	民权合规处 (Civil Rights Compliance Branch)
Rhonda Wong, 合规	夏威夷教育署 (Hawaii State Department of Education)
Aaron Oandasan, 职务 VI	邮政信箱 2360
Nicole Isa-Iijima, 职务 IX	Honolulu, Hawaii 96804
Krysti Sukita, 美国残疾人法案 ADA/504	(808) 586-3322 或转接 info@crc.oek12.hi.us

可以向美国教育部民权事务厅 (Office for Civil Rights, United States Department of Education) 提出有关歧视或骚扰的查询。

年度非歧視和反騷擾聲明通知

夏威夷州教育部（Hawaii State Department of Education - HIDOE）不因種族、膚色、國籍、血統、性別、性別認同、性別表達、性取向、年齡、殘疾和宗教而歧視任何人。此要求適用於 HIDOE 的各項計劃和活動，包括適用的就業和入學計畫。如果您無法理解英語，您有權獲得免費的語言協助。請聯繫您的學校校長，以了解更多資訊。

提供職業與技術教育（Career and Technical Education - CTE）及藝術和溝通、商業、健康衛生服務、工業和工程技術、自然資源以及公共和人本服務等學習課程的 HIDOE 高中，不會設立錄取標準。HIDOE 高中將採取措施，以確保缺乏英語語言技能不會成為入學和參加 CTE 課程的障礙，並將為特定的青年團體提供平等機會。

此外，HIDOE 絶不容忍基於種族、膚色、國籍、血統、性別、性別認同、性別表達、性取向、年齡、殘疾和宗教的騷擾行為。任何學生若認為其因種族、膚色、國籍、血統、性別、性別認同、性別表達、性取向、年齡、殘疾和宗教受到騷擾，HIDOE 均鼓勵其報告此類騷擾。學生和家長可透過下列地址，向學校管理員或 HIDOE 的民權合規處（Civil Rights Compliance Branch）報告歧視或騷擾情事。

HIDOE 將致力於迅速進行調查。因種族、膚色、國籍、血統、性別、性別認同、性別表達、性取向、年齡、殘疾和宗教而受到騷擾的學生，以及因種族、膚色、國籍、血統、性別、性別認同、性別表達、性取向、年齡、殘疾和宗教而騷擾他人的學生，將獲得包括諮詢和教育資源等相關支援。在適當情況下，騷擾他人的學生可能會受到紀律處分，包括退學。學生、家長和 HIDOE 應共同努力，杜絕基於種族、膚色、國籍、血統、性別、性別認同、性別表達、性取向、年齡、殘疾和宗教的騷擾行為。

HIDOE 絶不容忍任何人報復檢舉此類歧視和/或騷擾行為的學生，並將採取措施來保護檢舉者。

請向以下各方諮詢有關 HIDOE 的非歧視政策：

Beth Schimmelfennig, 董事	民權合規處（Civil Rights Compliance Branch）
Rhonda Wong, 合規	夏威夷州教育部（Hawaii State Department of Education）
Aaron Oandasan, 職稱 VI	P.O.Box 2360
Nicole Isa-Iijima, 職稱 IX	檀香山，夏威夷 96804
Krysti Sukita, (美國殘疾人法案)	(808) 586-3322 或轉接
ADA / 504	info@crco.k12.hi.us

有關歧視和/或騷擾的問題，亦可洽詢美國教育部的民權辦公室（Office for Civil Rights, United States Department of Education）。

ATTACHMENT B

Continuous Notice of Non-Discrimination

The Hawaii State Department of Education (HIDOE) and its schools do not discriminate on the basis of race, color, national origin, ancestry, sex, gender identity, gender expression, sexual orientation, age, disability, and religion. Please direct inquiries regarding HIDOE nondiscrimination policies as follows:

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