

EQUAL OPPORTUNITY/NONDISCRIMINATION

Applicants for admission and employment, students, parents and employees are hereby notified that East Dakota Educational Cooperative does not discriminate in its policies, employment practices, programs and activities on the basis of race, color, national origin, gender (including pregnancy), religion, age, disability, genetic information, military/veteran status, sexual orientation, or any other characteristic protected by law. This policy covers all employment practices, including selection, job assignment, compensation, discipline, termination, and access to benefits and training.

If you have a question about discrimination, talk with Human Resources. If you feel you have been subject to discriminatory treatment, you are to report your claim to your immediate supervisor or Human Resources. All claims of discriminatory treatment will be investigated and appropriate action taken. Employees who violate this policy will be subject to disciplinary action up to and including termination of employment.

No official at East Dakota will retaliate against an individual who makes a complaint of discrimination. All employees who file and employees who participate in any investigation regarding a claim of discrimination are protected against retaliation.

Any person having inquiries concerning the Cooperative's compliance with the regulations implementing Title VI, Title IX, The Americans with Disabilities Act (ADA) or Section 504 of the Rehabilitation Act is directed to contact:

Human Resources Director
East Dakota Educational Cooperative
715 E 14th Street
Sioux Falls, SD 57104
605-367-7680

Or

Kansas City Office
Office for Civil Rights
U.S. Department of Education
8930 Ward Parkway, Suite 2037
Kansas City, MO 64114-3302

Telephone: 816-268-0550
FAX: 816-823-1404; TDD: 877-521-2172
Email: OCR.KansasCity@ed.gov

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