

# **Indiana School for the Blind and Visually Impaired**

## **Nondiscrimination Policy**

### **Policy O-63**

The Indiana School for the Blind and Visually Impaired (ISBVI) does not discriminate against any student, employee, applicant for employment, or other individuals seeking access to the services or programs of the School based upon race, color, national origin, religion, gender, age, disability, ancestry, status as a veteran, or any other characteristic protected by federal or state law. The ISBVI specifically complies with the following non-exclusive list of Federal laws:

- 20 U.S.C. § 1400 *et seq.* (Individuals with Disabilities Education Act)
- 20 U.S.C. § 794 *et seq.* (Section 504 of the Rehabilitation Act of 1973)
- 42 U.S.C. § 12101 *et seq.* (Americans with Disabilities Act)
- 20 U.S.C. § 1681 *et seq.* (Title IX of the Education Amendments of 1972)
- 29 U.S.C. § 621 *et seq.* (Age Discrimination in Employment Act of 1967)
- 42 U.S.C. § 2000d *et seq.* (Title VI of the Civil Rights Act of 1964)
- 42 U.S.C. § 2000e *et seq.* (Title VII of the Civil Rights Act of 1964)

Should anyone believe that he or she has experienced discrimination in a program or service of the ISBVI, such person should file a grievance with the following person(s):

Superintendent

Mr. James Michaels  
5050 E 42<sup>nd</sup> Street  
Indianapolis, IN 46226  
(317) 253-1481 Ext. 141

Attachment 19

For further information, clarifications, or any complaints, please contact the following persons:

Title IX Coordinator:

Ms. Katie White-Knartz  
Human Resources Office  
5050 E 42<sup>nd</sup> Street  
Indianapolis, IN 46226  
(317) 253-1481 Ext. 137

Section 504 Coordinator:

Ms. Katie White-Knartz  
Human Resources Office  
5050 E 42<sup>nd</sup> Street  
Indianapolis, IN 46226  
(317) 253-1481 Ext. 137

Following receipt of such a grievance, the grievance officer will investigate and, within seven (7) instructional days from receipt of the grievance, provide a written response to the grievant.

The grievance procedures are not intended to delay and prevent access to any other procedure available under State or Federal law.

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**Adopted by ISBVI Board: 10/23/17**

**Reviewed and Approved: 10/25/21, 3/21/22, 1/27/25**

**Legal Citations:** 20 U.S.C. § 1400 *et seq.*, 20 U.S.C. § 794 *et seq.*, 42 U.S.C. § 12101 *et seq.*, 20 U.S.C. § 1681 *et seq.*, 29 U.S.C. § 621 *et seq.*, 42 U.S.C. § 2000d *et seq.*, 42 U.S.C. § 2000e *et seq.*

**ISBVI Superintendent:** \_\_\_\_\_ **Date**

**ISBVI Board Chair:** \_\_\_\_\_ **Date**