

## Title IX Information

In its efforts to promote nondiscrimination and as required by law, Smyer ISD does not discriminate against any employee or applicant for employment because of race, color, religion, sex (including pregnancy, sexual orientation, or gender identity), national origin, age, disability, military status, genetic information, or on any other bases prohibited by law. Additionally, the district does not discriminate against an employee who acts to oppose such discrimination or participates in the investigation of a complaint related to a discriminatory employment practice. Employment decisions will be made on the bases of each applicant's job qualification, experience, and abilities.

In accordance with Title IX, the district does not discriminate on the basis of sex and is required not to discriminate on the bases of sex in its educational programs or activities. The requirement not to discriminate extends to employment. Inquiries about the application of Title IX may be referred to the district's Title IX coordinator, to the Assistant Secretary for Civil Rights of the Department of Education, or both.

The district designates and authorizes the following employee as the Title IX coordinator for employees to address concerns or inquiries regarding discrimination based on sex, including sexual harassment: Mr. Chris Wade, Superintendent, 401 Lincoln, Smyer, Texas 79367, [cwade@smyer-isd.org](mailto:cwade@smyer-isd.org), 806-234-2935. Reports can be made at any time and by any person, including during non-business hours, by mail, email, or phone. During district business hours, reports may also be made in person.

Smyer ISD Staff has been trained on these procedures with the training materials provided by Safe Schools.

Important Smyer ISD Policy Links:

FFH (Legal)

FFH(Local)

FFH(Exhibit)

DIA(Legal)

DIA(Local)

DIA(Exhibit)