

## **SCHOOL AND RESPONSIVEED TEXAS WEBSITE POSTINGS - EMPLOYMENT**

ResponsiveEd Texas does not discriminate against any employee or applicant for employment because of race, color, religion, gender, sex, national origin, age, disability, military status, genetic information, or any other basis prohibited by law as required by Titles VI and VII of the Civil Rights Act of 1964, as amended; Title IX of the Education Amendments of 1972; Title I and Title V of the Americans with Disabilities Act of 1990, as amended ("ADA"); the Age Discrimination in Employment Act of 1967, as amended ("ADEA"); Section 504 of the Rehabilitation Act of 1973, as amended; the Pregnant Workers Fairness Act ("PWFA"); the Genetic Information Nondiscrimination Act of 2008 ("GINA"); and any other legally-protected classification or status protected by federal, state, or local law. Additionally, ResponsiveEd Texas does not discriminate against an employee or applicant who acts to oppose such discrimination or participates in the investigation of a complaint related to an alleged discriminatory employment practice. Employment decisions will be made on the basis of each individual's job qualifications, experience, and abilities and in accordance with applicable state and federal law.

For purposes of ResponsiveEd Texas policy, any provision referring to discrimination based on race includes discrimination because of or on the basis of an employee's hair texture or protective hairstyle commonly or historically associated with race. "Protective hairstyle" includes braids, locks, and twists.

Employees can raise concerns and make reports without fear of reprisal. Employees with questions or concerns relating to equal employment opportunity, including discrimination and disability accommodations, are encouraged to bring these issues to the attention of a ResponsiveEd Texas administrator, or the designated compliance coordinator.

As required by Title IX, ResponsiveEd Texas does not (and is required not to) discriminate on the basis of sex in its educational programs or activities. This non-discrimination requirement applies to admission to and employment with ResponsiveEd Texas. Inquiries into issues related to Title IX may be referred to Michael Martins, the school's Title IX Coordinator, at 972-316-3663, [MMartins@BlueLearning.com](mailto:MMartins@BlueLearning.com), or 1301 Waters Ridge Dr., Lewisville, TX 75057, to the Assistant Secretary for Civil Rights of the Department of Education, or both.

Questions or concerns relating to discrimination for any other reason should be directed to Casey Morgan, Executive Director of Human Resources, at 972-316-3663, [EmployeeRelations@ResponsiveEd.com](mailto:EmployeeRelations@ResponsiveEd.com), or 1301 Waters Ridge Dr., Lewisville, TX 75057.