



NON-DISCRIMINATION STATEMENT

Ideal Development of Education Academy, affirms its commitment to equality of opportunity for all individuals. This commitment requires that no discrimination shall occur in any program or activity on the basis of race, color, religion, national origin, sex, gender identity, gender expression, ancestry, physical or mental disability, medical condition, pregnancy, age (over 40), marital status, political affiliation, sexual orientation, genetic information, covered veteran status, or any other classification prohibited by the State of California or federal laws.

Section 422.55 of the Penal Code, equal rights and opportunities in the educational institutions of the state. (Education Code Section 200.)

IDEA prohibits discrimination, harassment and bullying in the school environment, whether or not it initially occurred off school grounds or outside the education programs or activities. The school environment includes school facilities, class connect sessions, and school-sponsored activities (such as extracurricular events or field trips).

IDEA is committed to providing a safe environment in which students can learn. As such, we strive to maintain a nondiscriminatory environment protecting students from discrimination, harassment, and bullying. IDEA encourages students, parents, and staff to work together to prevent acts of harassment of any kind including bullying. If any of our school personnel witness an act of discrimination, harassment, intimidation, or bullying, he or she shall take immediate steps to intervene when safe to do so.

Discrimination Complaint

If you feel you have experienced discrimination or harassment due to race, color, religion, national origin, sex, sexual orientation, gender identification, marital status, pregnancy, age, disability, or veteran status in connection with your association with the School, please make your concerns known.

Your concerns will be treated carefully and be investigated promptly, thoroughly, and objectively. If corrective action is appropriate, it will be taken. No action will be taken against you for filing your complaint, so long as you believe the complaint to be valid.

No retaliation shall occur because an individual filed a complaint of discrimination or in some other way opposed discriminatory practices, or participated in an investigation or administrative or judicial proceeding related to such a complaint. This policy is in accord with Title VII of the Civil Rights Act of 1964, as amended, Title IX of the Educational Amendments of 1972, as amended, Sections 503 and 504 of the Rehabilitation Act of 1973, the Americans with Disabilities Act of 1990, as amended, the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended, Genetic Information Nondiscrimination Act of 2008, related California state laws, and related administrative regulations and executive orders.

Complaints or questions regarding discrimination, harassment or bullying should be directed to the Compliance Officer:

Christopher Chaidez
5600 Crescent Ave
Cypress, CA 90630
Phone: **714-400-2491**
Email: **info@idealnps.org**