



December 4, 2020

Dear Parents/Students:

The El Paso Independent School District and this campus, as part of its compliance with laws and procedures as enforced by the office of Civil Rights and the Texas Education Agency (TEA) requirements, has provided for employees, students, applicants or parents procedures which preserve the rights and responsibilities of those individuals regarding nondiscrimination, harassment, and grievances.

These policies and procedures are available to you on the EPISD website, or by visiting the campus' administrative office. For your convenience, the following summarizes the basic information:

Nondiscrimination:

The El Paso Independent School District does not discriminate in its educational programs or employment practices on the basis of race, color, creed, age, sex, religion, national origin, marital status, ancestry, citizenship, military status, mental or physical disability, gender stereotyping and perceived sexuality, or on any other basis prohibited by law. Inquiries concerning the application of Titles VI, VII, or IX, and Section 504 may be referred to the District compliance officer, Patricia Cortez, at 230-2033; Section 504 inquiries regarding students may be referred to Cecilia Whiteman at 230-2836.

Harassment:

Procedures are outlined in District policies DH, DIA, FFH, and FNC. District administrators are required to adhere to the requirements as outlined in the aforementioned policies in order to provide a timely, thorough, and complete resolution of incidents involving harassment as identified by policy.

Grievance:

Procedures are outlined in District policies DGBA, FNG, and GF and have been codified for the convenience of employees, students, applicants and parents. District administrators are required to adhere to the requirements as outlined in the aforementioned policies in order to provide a timely, thorough, and complete resolution of concerns, complaints, and grievances as identified by policy.

Please call the school, at 236-6550, if you have any questions.

Sincerely,

A handwritten signature in black ink, appearing to be "Mr. Zamora", is written above the typed name.

Mr. Zamora, Principal
HE Charles Middle School