

## NONDISCRIMINATION STATEMENT

Leadership Military Academy is committed to providing a working and learning environment free from discrimination, harassment, intimidation and bullying. Leadership Military Academy prohibits discrimination, harassment, intimidation and bullying based on the actual or perceived characteristics set forth in Penal Code § 422.5, Education Code § 220 and actual or perceived sex, sexual orientation, gender, gender identity, gender expression, race or ethnicity, ethnic group identification, ancestry, nationality, national origin, religion, color, mental or physical disability, age, or on the basis of a person's association with a person or group with one or more of these actual or perceived characteristics, in any program or activity it conducts or to which it provides significant assistance.

Discrimination is different treatment on the basis of a protected category in the context of an educational program or activity without a legitimate nondiscriminatory reason and interferes with or limits the individual's ability to participate in or benefit from the services, activities, or privileges provided by Leadership Military Academy.

Harassment occurs when: (1) the target is subjected to unwelcome conduct related to a protected category; (2) the harassment is both subjectively offensive to the target and would be offensive to a reasonable person of the same age and characteristics under the same circumstances; and (3) the harassment is sufficiently severe, pervasive, or persistent so as to interfere with or limit an individual's ability to participate in or benefit from the services, activities, or opportunities offered by Leadership Military Academy.

Upon witnessing an act of discrimination, harassment, intimidation and/or bullying based on actual or perceived characteristics of a protected category (as enumerated above), Leadership Military Academy personnel are required to take immediate steps to intervene when it is safe to do so. Once a Leadership Military Academy or office has notice of discriminatory, harassing, intimidating or bullying conduct, whether carried out by employees, students, or third parties, it should take immediate and appropriate steps to investigate or otherwise determine what occurred and take prompt and effective steps reasonably calculated to end the conduct, eliminate a hostile environment, if one has been created and prevent the conduct from occurring again. These steps should be taken whether or not an individual makes a complaint or asks the Leadership Military Academy or office to take action.

This nondiscrimination policy applies to all acts related to Leadership Military Academy activity or Leadership Military Academy attendance within any Leadership Military Academy or office under the jurisdiction of Leadership Military Academy.

For inquiries or complaints related to discrimination, harassment, intimidation and bullying of students based on the actual or perceived characteristics listed above, contact your Leadership Military Academy's administrator or the Leadership Military Academy's Title IX Coordinator:

Name: Santos Campos

Phone: (951) 421-8450

Mailing Address: 13730 Perris Blvd., Moreno Valley, CA 92553

Email: scampos@lmaschools.org

For inquiries or complaints related to employee-to-employee, student-to-employee, or work/employment related discrimination, harassment, or intimidation, contact your Leadership Military Academy administrator or the Leadership Military Academy's Title IX Coordinator:

Name: Santos Campos

Phone: (951) 421-8450

Mailing Address: 13730 Perris Blvd., Moreno Valley, CA 92553

Email: [scampos@lmaschools.org](mailto:scampos@lmaschools.org)