



Notice of Nondiscrimination

The Las Cruces Public Schools does not knowingly discriminate against any person on the basis of race, creed/religion, color, national or ethnic origin, socio-economic status, gender, sexual orientation, physical characteristics, disability, marital status or age, in admission or access to, treatment or employment in, or participation in its programs and activities, pursuant to federal and state laws including, but not limited to, Title VI and VII of the Civil Rights Act, Title IX of the Education Amendment of 1972, Section 504 of the Rehabilitation Act of 1973, Title II of the Americans with Disabilities Act of 1990, and the Individuals with Disabilities Education Improvement Act.

The district is an equal opportunity employer. Inquiries regarding employment related issues may be referred to the district's Human Resources Office. Inquiries regarding Title IX or Gender Equity may be referred to the district's Title IX Office. Inquiries regarding 504 Compliance may be referred to the district's 504 Compliance Office. All offices are located at 505 S. Main St., Suite 249, Las Cruces, NM 88001 (additional contact information listed below).

LCPS employees who feel discriminated against should contact their immediate supervisor and/or the Human Resources Office, in the first step in initiating the district's established complaint procedure. Students, parents, and other program participants who feel discriminated against may initiate a complaint by contacting the principal of the school in question. Concerns may also be addressed by completing the complaint/grievance process outlined in School Board Policy [KA \(Policy 170\) Complaints from the Community](#).

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