

## **Town & Country School Non-Discrimination and Civil Rights Policy**

Town & Country School is committed to providing all students, employees, and members of the public with a safe and respectful school and workplace environment. The school prohibits discrimination, harassment, or retaliation based on real or perceived race, religion including antisemitism, color, national origin, sex, sexual orientation, gender expression, gender identity, pregnancy, disability, genetic information, veteran status, marital status, age or any other classification protected by applicable laws.

This prohibition applies to students, employees, vendors and board members in any aspect of the school's programs, including during school hours, extracurricular activities, school-sponsored events, or outside of school hours if the conduct affects the education or working environment.

### **Town & Country School's Non-Discrimination Statement**

Town & Country School does not discriminate on the basis of race, religion including antisemitism, color, national origin, sex, sexual orientation, gender expression, gender identity, pregnancy, disability, genetic information, veteran status, marital status, age or any other classification protected by applicable law with respect to employment, programs and activities.

The school prohibits discrimination. The school also prohibits retaliation, intimidation, threats, or coercion against any individual who complains about discrimination or participates in the district's discrimination complaint process.

The following person is designated to handle complaints and inquiries regarding Town & Country School's non-discrimination policies:

### **Human Rights & Title IX Coordinator**

**Shevaun Etier**

Town & Country School  
8906 E. 34<sup>th</sup> Street  
Tulsa, Oklahoma 74145  
918-296-3113 ext. 102