

The Montague Elementary School District is committed to providing a working and learning environment free from discrimination, harassment, intimidation, and bullying.

The Montague Elementary School District is committed to providing a working and learning environment free from discrimination, harassment, intimidation, abusive conduct, or bullying. The District prohibits discrimination, harassment, intimidation, abusive conduct or bullying based on actual or perceived race or ethnicity, gender/sex (including gender identity, gender expression, pregnancy, childbirth, breastfeeding/lactation status and related medical conditions), sexual orientation, religion, color, national origin (including language use restrictions and possession of a driver's license issued under Vehicle Code), ancestry, immigration status, physical or mental disability (including clinical depression and bipolar disorder, HIV/AIDS, hepatitis, epilepsy, seizure disorder, diabetes, multiple sclerosis, and heart disease), medical condition (cancer-related and genetic characteristics), military and veteran status, marital status, registered domestic partner status, age (40 and above), genetic information, political belief or affiliation (unless union related), or a person's association with a person or group with one or more of these actual or perceived characteristics, affiliation with the Boy Scouts of America and other designated youth groups, or any other basis protected by federal, state or local law, ordinance, or regulation, in employment and any program or activity it conducts or to which it provides significant assistance.

Further, any person may report at any time (including non-business hours) sex discrimination, including sexual harassment in person, by mail, by telephone, or by electronic mail, using the contact information listed below, or by other means that results in the Title IX Coordinator receiving the verbal or written report.

For inquiries about District policies and procedures related to student-to-student, student-to-staff, and staff-to-student harassment/discrimination, including how to file a harassment/discrimination complaint, contact:

Any questions or complaints concerning Title IX should be reported to:

Liesl Allen  
HR Manager

Email: [llallen@montague.k12.ca.us](mailto:llallen@montague.k12.ca.us) Phone:  
530-459-3001

For additional information about Title IX please visit the United States Department of Labor website.