



GOOD FOUNDATIONS ACADEMY
"Building Knowledge and Character"
5101 South 1050 West
Riverdale, UT 84405
Phone: (801)393-2950
Fax: (801)393-2953
Executive Director: Brent Petersen

Discrimination in Schools Policy (Schoolwide and Lunch Program)

I. Prohibiting Discrimination in Public Schools Policy

In accordance with Utah state law R277-112, Good Foundations Academy does not advocate, permit, or practice discrimination on the basis of race, creed, color, national origin, religion, age, sex, sexual orientation, or disability. This rule incorporates by reference the following:

- (1) The Individuals with Disabilities Education Improvement Act of 2004, 20 U.S.C., 1400;
- (2) State Board of Education Special Education Rules, August 2007;
- (3) Section 504 of the Rehabilitation Act of 1973, as amended, 29 U.S.C. 794, which prohibits discrimination on the basis of disability in programs and activities receiving Federal financial assistance;
- (4) Section 5 of the Americans with Disabilities Act Amendments of 2008, which prohibits discrimination on the basis of disability.
- (5) Title IV of the Civil Rights Act of 1964, as amended, 42 U.S.C. 2000c et seq., which provides standards and training for educators relative to the desegregation of schools receiving Federal financial assistance;
- (6) Title VI of the Civil Rights Act of 1964, as amended, 42 U.S.C. 2000d et seq., which prohibits discrimination on the basis of race, color, or national origin in programs and activities receiving Federal financial assistance;
- (7) Title VI of the Civil Rights Act of 1964, as amended, 42 U.S.C. 2000e et seq., which prohibits discrimination in employment based on race, color, religion, sex, or national origin in programs and activities receiving Federal financial assistance;
- (8) Title IX of the Education Amendments of 1972, as amended, 20 U.S.C. 1681 et seq., which prohibits discrimination on the basis of sex in education programs and activities receiving Federal financial assistance;
- (9) Title VII of the Civil Rights Act of 1964, as amended, 42 U.S.C. 2000e et seq., which prohibits discrimination on the basis of race, color, religion, sex, or national origin, and also prohibits discrimination against an individual because of his or her association with another individual of a particular race, color, religion, sex, or national origin. Title VII also covers types of wage discrimination not covered by the Equal Pay Act;



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(10) Equal Pay Act of 1963, 29 U.S.C. 206 et. seq., as amended in the Fair Labor Standards Act, which prohibits sex discrimination in pay under an equal work standard;

(11) The Age Discrimination Act of 1975, as amended, 42 U.S.C. 6101 et seq., which prohibits discrimination on the basis of age in programs or activities receiving Federal financial assistance.

Procedures

In the case where discrimination is witnessed or experienced at Good Foundations Academy, the witness and or offended party must complete the following steps.

1. Report the discrimination in writing via email or a letter to the Executive Director explaining in detail the case of discrimination. The director must document what the situation involves and what steps that were taken in the resolution.
2. If the problem is not resolved by the director, the information should be resubmitted to the GFA board of directors for review and resolution via, phone call, email, letter. The GFA board will meet with the director to discuss the severity of the matter and gather information on what was done. The board members must document their encounter and what steps were taken in resolution.
3. If discrimination issues are not resolved by the director or board the member may report their concern to the Utah state office of Education who will handle the discrimination issue from there.

II. School Lunch Program Non-Discrimination Policy

Purpose and Philosophy

Good Foundations Academy is an equal opportunity provider of the National School Lunch Program. In accordance with the Federal civil rights law and U.S Department of Agriculture (USDA) civil rights regulations and policies, the USDA, its agencies, offices, and employees, and institutions participating in or administering USDA programs are prohibited from discriminating based on race, color, national origin, sex, disability, age, or reprisal or retaliation for prior civil rights activity in any program or activity conducted or funded by USDA.

Procedure for Submission of Complaints of Discrimination

Any complaint of discrimination pertaining to the National School Lunch Program must be filed within 180 days of the alleged act of discrimination. Complaints of discrimination may be written, verbal, or anonymous, but should include:

1. Who is filing the complaint (when not anonymous)
2. Contact information for the person filing the complaint
3. When and where the incident occurred
4. What happened
5. People involved in the discrimination.



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*Any person filing a complaint may file with any of the following:

1. The GFA Executive Director or GFA Foodservice Director
 - Complaints received by GFA personnel shall be forwarded to USOE
 - Once a complaint is received by USOE follow-up will be conducted and information will be reported to the USDA FNS Regional office.

2. The Utah State Office of Education – Child Nutrition Programs

Address: Utah State Office of Education
Child Nutrition Programs
250 E 500 S
PO BOX 144200
Salt Lake City, UT 84114-4200
Phone: 801-538-7680
Fax: 801-538-7883

3. The US Department of Agriculture

- Complete the USDA Program Discrimination Complaint for found at http://www.ascr.usda.gov/complaint_filing_cust.html
- To request a copy of the complaint form call, 866-632-9992
- Submit your completed form or letter to USDA to the address below:

Address: US Department of Agriculture
Office of the Assistant Secretary for Civil Rights
1400 Independence Avenue, SW
Washington, D.C. 20250-9410
Fax: (202) 690-7442
Email: program.intake@usda.gov

4. Additional information on the USDA Food and Nutrition Civil Rights can be found online at: <http://www.fns.usda.gov/civil-rights>