



NONDISCRIMINATION POLICY

Child Development Institute does not and shall not discriminate on the basis of race, color, religion (creed), gender expression, age, national origin (ancestry), disability, marital status, sexual orientation, or military status, in any of its activities or operations. These activities include, but are not limited to, hiring, promoting and firing of staff, selection of volunteers and vendors, and provision of services. We are committed to providing an inclusive and welcoming environment for all members of our staff, clients, volunteers, subcontractors and vendors and community partners.

Discrimination on the basis of race, color, and national origin is prohibited by Title VI of the Civil Rights Act of 1964. This includes discrimination based on a person's limited English proficiency or English learn status; and actual or perceived shared ancestry or ethnic characteristics, including membership in a religion that may be perceived to exhibit such characteristics.

Discrimination on the basis of sex is prohibited by Title IX of the Education Amendments of 1972. This includes discrimination based on pregnancy, parental status, and sex stereotypes (such as treating persons differently because they do not conform to sex-role expectations or because they are attracted to or are in relationships with persons of the same sex.)

Discrimination against persons with disabilities is prohibited by Section 504 of the Rehabilitation Act of 1973 and Title II of the Americans with Disabilities Act of 1990. This includes discrimination against individuals currently without an impairment that substantially limits of a major life activity, but who have a record of or are regarded as having a disability.

Discrimination on the basis of age is prohibited by the Age Discrimination Act of 1975.

Discrimination is different treatment based on a protected characteristic in the context of an education program, work or activity without a legitimate, nondiscriminatory reason that interferes with or limits the individual's ability to participate in or benefit from the services, activities, or privileges provided by CDI or includes an adverse employment action.

Any inquiries regarding CDI's nondiscrimination policy or the filing of discrimination grievances, please contact:

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18050 Vanowen Street
Reseda, CA 91335
(818) 888-4559
Email: tgraham@cdikids.org

Inquiries regarding Federal laws and regulations concerning nondiscrimination in education or CDI's compliance with those provisions may also be directed to :

Office for Civil Rights
United States Department of Education
50 United Nations Plaza
Mail Box 1200, Room 1545
San Francisco, CA 94102
(415) 486-555
Email: ocr.sanfrancisco@ed.gov