

Copper Country Intermediate School District

809 HECLA STREET, HANCOCK, MI 49930

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Service Center: (906) 482-4250 ~ Learning Center: (906) 482-7260

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www.copperisd.org

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Ken Maki

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MEMO

TO: Employees, Parents, Students and Other Interested Parties
FROM: Dennis P. Harbour, Superintendent
DATE: August 30, 2011
RE: **EQUAL OPPORTUNITY COMMITMENT**

The Copper Country Intermediate School District hereby gives notice of our commitment to comply with the following acts:

- Title II, Title VI, Title VII, the Civil Rights Act of 1964 and the Age Discrimination in Employment Act of 1967
- Title IX of the Education Amendments of 1972
- Section 503 and Section 504 of the Rehabilitation Act of 1973
- Section 402 of the Vietnam Era Veterans Readjustment Assistance Act of 1974
- Title II of the Genetic Information Nondiscrimination Act of 2009

The Copper Country ISD Board has adopted the following policy to assure all individuals of our compliance to the above Acts:

It is the policy of the Copper Country Intermediate School District that no person, on the basis of race, sex, color, religion, national origin or ancestry, age, marital status, disability, weight, height, genetic information, or any other legally protected characteristic, shall be discriminated against in employment, educational programs and activities or admissions.

The Board of Education hereby appoints the Superintendent of Schools as its Equal Employment Opportunity Officer for the above-named titles and sections. The Superintendent is charged to develop an Affirmative Action Program for the school district and to establish procedures necessary for effective, uniform and judicious enforcement of equal employment opportunity standards. The Superintendent can be contacted as follows:

DENNIS P. HARBOUR, SUPERINTENDENT
COPPER COUNTRY INTERMEDIATE SCHOOL DISTRICT
809 HECLA STREET
HANCOCK, MI 49930-1212
Telephone: (906) 482-4250; Fax (906) 482-1931

The Superintendent, or his designee, shall make available to all participants, beneficiaries and other interested persons, information regarding the provisions of the above-named titles and sections, and their application to the district program.